

## The Influence of Self-Efficacy, Organizational Culture and Spirituality on Work Happiness in Public Companies

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### Abstract:

The purpose of this study is to ascertain how organizational culture, workplace spirituality, and employee self-efficacy affect pleasure at work. Using the non-probability sampling method, a sample of 300 employees from three different organizations was taken. The measurement tools SHAW (the abbreviated version of HAW), FOCUS (First Organizational Culture Unified Search), GSE (General Self-Efficacy), and SAW (Spirituality in the Workplace) are modified by the author. Confirmatory factor analysis (CFA) techniques are used to test the validity of measuring instruments, and multiple regression analysis techniques are used to analyze data. According to the study's findings, corporate culture, workplace spirituality, and employee self-efficacy all have a big impact on how happy employees are at work. Only four variables support from organizational culture, connectedness and purpose in the workplace from spirituality in the workplace, and self-efficacy have a substantial impact, according to the value of the regression coefficient. It is hoped that it will be essential to examine and develop the scale once more for additional research, as well as to include a number of other demographic parameters including position and salary.

**Keywords:** organizational culture, workplace, spirituality, self-efficacy, happiness.

### Introduction

In today's ever-evolving world, the work environment is changing rapidly due to international business, advanced

technology, and new practices in organizations. Knowledge-intensive workforce management has been one of the most challenging elements to consider. To maintain the competitive advantage of a company, skilled, aligned, and motivated workers in the organization are essential. Happiness is also important for this type of employee. For human resource management, the concept of workplace happiness is becoming more and more crucial because it has numerous advantages for both people and companies. People who are happier tend to perform better, have more self-esteem, and want to help others at work. As for the company, productivity shows a decline in the number of employees who become ill and leave the company (Dabas & Pandey, 2015).

A basic definition of an organization is a social unit that is consciously coordinated, has two or more members, and works continuously to accomplish one or more shared goals. In order to achieve these goals, organizations need quality management and human resources that are good and have maximum performance. So that the productivity of individuals and companies will increase. Happy employees will be more productive because they have no worries and focus their attention on work rather than other aspects such as money. Because people will spend more of their adult life at work than with family, friends, or hobbies, workplace happiness is a critical issue that employers need to take into consideration (Diener & Diener, 2008). People can feel satisfied at work if they labor arduously and with passion, and this affects their productivity. An earlier researcher claims that, based on ten years of research, employee pleasure at work can boost sales by 37%, productivity by 31%, and accuracy in completing tasks by about 19%.

Organizational culture is one of several aspects that can influence satisfaction at work. company outcomes including performance, job happiness, and employee welfare are predicted by company culture. This emphasizes the need of businesses developing a culture that may guarantee employee happiness and that can enhance motivation and the propensity to feel good emotions at work. The awareness and motivation resulting from these feelings can help people survive potentially dangerous circumstances (Duari & Sia, 2013). Reduced health care expenses and a drop in employee stress and irritability are ultimately the best indicators of employee satisfaction at work. It is anticipated that workplace spirituality will have an impact on happiness at work in addition to organizational culture. According to the findings of a previous researcher's study, workplace spirituality can raise the level of employee organizational commitment. High dedication frequently makes greater contributions to improving organizational performance and can foster a feeling of security and self-assurance. Experiencing spirituality at work can foster greater creativity, integrity, and trust. It may also be linked to employee contentment and a sense of personal development. In addition to improving physical and emotional wellness on an individual level, workplace spirituality also boosts worker productivity, lowers absenteeism, and lowers employee turnover (Hasanah et al., 2022).

Self-efficacy is another component that is anticipated to have an impact on job satisfaction. According to earlier studies, self-efficacy is a crucial personal resource for workers who want to balance work and family obligations in order to maintain their quality of life and be happy at work. To put it another way, self-efficacy gives workers the capacity and assurance to shape, limit, grow, and control what occurs in their life. High self-efficacy can make employees want to be more involved in a job and make it last longer in an organization. This is because the employee is able to find ways to make himself comfortable in any situation in the organization. Furthermore, a YouGov survey (CNN, 2017) explains that employees in their late 20s and early 30s are unhappy with the work rhythm they are in compared to employees in other age groups. More specifically, The Independent states that one in five employees aged 25 to 34 years is unhappy with their work rhythm, compared to one in six employees aged 18 to 24 years. Meanwhile, the older the employees are, the happier they are with their work rhythm. Only about 14% of employees aged 35 to 44 and 17% of employees aged 45 to 54 say they are unhappy with the balance between their work and personal lives.

## **Literature Review**

The subject of this study is employee pleasure at work. Happiness at work is characterized by a positive outlook on work, a desire to show up for work, positive connections with coworkers, a willingness to work with others or in different fields, and a willingness to cover or rearrange schedules (Tannady & Purnamaningsih, 2023). When

necessary, collaborate with friends on side initiatives aimed at enhancing the workplace, the product, and the quality of the work (January et al., 2020). A mindset called "happiness at work" manifests in the office to motivate people to reach their full potential and performance (Wesarat et al., 2015). How things are done within an organization defines its organizational culture (Matheos, 2017). This encourages the people who work in the institution to adapt to their culture (Yaghoubi & Motahhari, 2016). Identifying a strong institution with a cultural orientation is critical to the success of the institution, as it guarantees greater company recognition and productivity (Tannady et al., 2022). Organizational culture is summed up as a collectivity in which there is a system of values, beliefs, and behaviors that are shared among employees (Mahandi et al., 2022). The concept of spirituality has different definitions in different cultures. Another definition sees spirituality in the workplace as a set of organizational values that are clear in the organizational culture and that lead to the development of employees through the work process and create feelings for others to feel perfect and happy (Poorkyani et al., 2015). Workplace spirituality is an employee's sense of wholeness and connectedness in the workplace and his understanding of the deep values of his work (Teddy et al., 2022). We went back to Bandura's social learning theory, which was eventually called social cognitive theory, to talk about self-efficacy (Vallina et al., 2018). Self-efficacy refers to a person's confidence in his own capacity to carry out the activities or tasks necessary to accomplish a particular result, as well as his confidence in his chances of succeeding in those tasks (Santos & Goncalves, 2018). Low self-efficacy is closely linked to feelings of sadness, worry, tension, and helplessness, therefore these workers have gloomy views of their own ability to grow and succeed (Sharifzadeh & Almaraz, 2014). High self-efficacy supports performance and cognitive processes, such as problem solving and decision-making, in terms of thinking (Setyawati et al., 2021). Self-efficacy affects employee activity decisions in terms of behavior (Singh & Aggarwal, 2017).

### Methodology

Employees who work in the Jakarta region make up the study's population. 300 staff members from three different companies made up the sample. Non-probability sampling was used to collect samples, meaning that samples were chosen at random without consideration to how representative they were of the community. A questionnaire will be utilized as the data collection tool for this investigation. Strongly disagree (STS), disagree (TS), agree (S), and strongly agree (SS) were the four options for the Likert scale questionnaire that was employed. The technique utilized is multiple regression analysis to test the study hypothesis. Through this multiple regression, the value of R<sup>2</sup>, which is the coefficient of determination, can be obtained. To find out whether the R<sup>2</sup> obtained is statistically significant or not, it is necessary to carry out the F test. It is possible to determine whether the proposed independent variable has an impact on the dependent variable from the outcomes of this F test. check to see if each independent variable has a statistically significant impact on the dependent variable.

### Case studies

The subjects in this study consisted of men (50%), and women (50%). The ages of the subjects in this study were 150 employees (50%) within the age range of 20 to 29 years, 75 employees (25%) within the age range of 30 to 39 years, and 75 employees (25%) within the age range of 40 to 49 years. The length of time the subjects worked in this study ranged from 1 to 8 years. Based on the study's findings, it is evident that the acquisition of R square is 0.608, or 60.8%. This suggests that a culture of support, an innovation culture, connectivity, alignment with values, meaning in the workplace, and self-efficacy can each account for 60.8% of the variance in pleasure at work. External factors have an impact on the remaining 38.2% of the sample. a significance value of  $0.000 < 0.05$ , which indicates that the principal hypothesis test is accepted. This proves that company culture, spirituality, and self-efficacy have a major impact on job satisfaction.

With a significance of 0.000, the contribution of organizational culture support is 0.244. The supporting factor of organizational culture has no discernible effect on employee satisfaction at work, according to the null hypothesis, which is rejected. This proves that workplace satisfaction is significantly influenced by a supportive culture. If there is a high level of support at work, happiness at work will also be high, according to the direction of a good relationship.

With a significance of 0.182, organizational culture innovation adds -0.095. The null hypothesis, according to which there is no discernible impact of the corporate culture's innovation dimension on employee happiness, is accepted. This indicates that a culture of innovation has little impact on employee pleasure at work. A 0.234-point contribution, with a significance level of 0.000, is made by the connectivity of spirituality in the workplace. It is determined that the connectivity aspect of workplace spirituality does not significantly affect job satisfaction, contrary to the null hypothesis. In other words, connection has a big impact on job satisfaction. If a person has a strong sense of connectedness, it follows that they will be happy at work. This is the direction of a positive relationship. With a significance of 0.127, alignment with spiritual principles in the workplace subtracts -0.086. The null hypothesis is accepted, according to which there is no discernible relationship between workplace spirituality's alignment with values and employees' satisfaction at work. Therefore, alignment with values does not significantly affect employee pleasure at work. The contribution of the workplace meaning variable, which measures spirituality at work, is 0.300, with a significance level of 0.000. The null hypothesis, which claims that the dimension of meaning in the workplace from workplace spirituality has no discernible effect on happiness at work, is disproved. This implies that work-related meaning has a big impact on job satisfaction. According to the direction of a constructive relationship, if a person finds significance in their profession, they will also find happiness there. The self-efficacy variable made a 0.254 contribution with a significance level of 0.000. The null hypothesis, according to which there is no discernible relationship between self-efficacy and job satisfaction, is disproved. Accordingly, self-efficacy has a big impact on how happy employees are at work. The direction of a positive association indicates that if a person has strong self-efficacy, they will also have high levels of job satisfaction.

The support variable from organizational culture contributes 35.8% to the variance of happiness at work. The contribution with  $f = 111.643$ ,  $df_1 = 1$ , and  $df_2 = 200$  is significant ( $0.000 < 0.05$ ). 2.2% of the variance in employee pleasure at work comes from the innovation variable in company culture. With  $f = 7.169$ ,  $df_1 = 1$ , and  $df_2 = 199$ , this contribution is significant ( $0.008 < 0.05$ ). 9.2% of the variance in workplace happiness can be attributed to the connectivity variable of workplace spirituality. The contribution with  $f = 34.470$ ,  $df_1 = 1$ , and  $df_2 = 198$  is significant ( $0.000 < 0.05$ ). Workplace spirituality's alignment with values variable accounts for 1.9% of the variance in job satisfaction. With  $f = 7.248$ ,  $df_1 = 1$ , and  $df_2 = 197$ , this contribution is significant ( $0.008 < 0.05$ ). 6.8% of the variance in workplace happiness is accounted for by the meaning in the workplace component of workplace spirituality. With  $f = 30.464$ ,  $df_1 = 1$ , and  $df_2 = 196$ , the contribution is substantial ( $0.000 < 0.05$ ). 4.9% of the variance in workplace happiness can be attributed to the self-efficacy variable. This contribution is statistically significant ( $0.000 < 0.05$ ) with  $f = 24.319$ ,  $df_1 = 1$ , and  $df_2 = 195$ . All independent variables, including support culture, which accounts for the largest share of variance (35.8%), connectedness (9.2%), meaning at work (6.8%), self-efficacy (4.9%), an innovative culture (2.2%), and alignment with values (1.9%), significantly contribute to happiness at work. The objectives of organizational culture are included in the excluded variable. This is because these variables have been represented by other dimensions of the organizational culture variable, causing these variables to not be taken into account in the regression analysis.

## Conclusion

Workplace spirituality, corporate culture, and self-efficacy all have a big impact on how happy employees are at work. The results of the minor hypothesis test, which examined the effects of each regression coefficient on the dependent variable, revealed that there were four factors that significantly influenced happiness at work: organizational support, connectedness and meaning at work derived from spirituality at work, and self-efficacy. While two variables are not significant, namely innovation from organizational culture and alignment with values of spirituality in the workplace. The goals of organizational culture are a further variable that is listed in the table of excluded variables, and the CFA's findings are used to eliminate the rules of organizational culture. According to regression analysis, organizational culture, workplace spirituality, and self-efficacy all have a big impact on these three variables. Of the seven characteristics tested, only four demonstrated to significantly influence pleasure at work, notably support from organizational culture, connectedness and purpose in the workplace from workplace spirituality, and self-efficacy. Moreover, innovation from organizational culture and alignment with values of

spirituality in the workplace had no significant effect on the sample studied in this study. One of the research variables, namely support from organizational culture, influences happiness at work significantly and positively. This shows that when a company implements a culture of support, employees' happiness at work is higher. Furthermore, the connectedness of spirituality at work also significantly influences happiness at work. Another dimension of spirituality at work that also influences happiness at work significantly and positively is meaning in the workplace. Employees who can take meaning from every job will have higher happiness at work. Self-efficacy is the final research factor that significantly and favorably impacts pleasure at work. In the t test, the mean for the female group was 0.189, while it was -0.168 for the male group. According to statistics, groups of men and women experience work happiness in different ways. Additionally, the variance in the male and female groups is homogeneous, equaling 0.174 ( $> 0.05$ ), and it has a significant impact with a score of 0.007 ( $< 0.05$ ). Therefore, it can be said that there is a big difference between how happy men and women are at work.

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