

# THE ROLE OF ISLAMIC VALUED SOCIAL POSITION ON HAPPINESS AT WORKPLACE

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## ABSTRACT

This research aimed at improving workplace happiness through employee engagement with Islamic valued social position. Workplace happiness is a condition which includes the engagement, satisfaction, and affective commitment of organization. This research focuses on one variable, which is valued social position. This element is an important aspect within the work field, especially for the employees. The researchers analysed the data with Partial Least Square (PLS) technique. The researcher took the samples of 100 employees in Pungkook Indonesia One Ltd. in Grobogan, Central Java. The researchers employed non-probability sampling to take the samples. The researchers collected the data from questionnaires.

Keywords: Islamic valued social position, employee engagement, dan happiness at workplace

## **I. Introduction**

### **1.1. Background**

In global community, there is a real proof of happiness from the study of psychology and philosophy. The study began 2500 years ago in China, India, and Greece. The modern world sees the rising interest of happiness study in the domain of philosophy, psychology, and politics. Although there are a lot of literature regarding happiness, there is only a few of researches or theoretical building within the perspective of organization and strong working framework (Tasnim, 2016). Hence, there should be a developing research to expand the scope of the research, especially in terms of organization. This research discusses employee's happiness in a workplace or organization.

To create a healthy and happy workplace, an organization should focus on the positive psychological development, pride, work engagement, work satisfaction, work security, freedom, and appreciated social position (Tasnim, 2016). This research focuses on the employees engagement and valued social position where the employees engagement is conceptualized as indirectly correlated to the workplace happiness. Therefore, valued social position plays the role in mediation.

Modern society, corporation, and experts are aware on the importance of employees welfare. The discussion and researches regarding the topic grow in the form of summarized literature. However, there are some elements of workplace which have not been observed further (Zhao & Pan, 2019). Thereby, the researches consider to review or research about workplace happiness. The researchers target on corporate employees for this research.

Each employee want to be appreciated on what they have contributed. The employees will be satisfied and happy. Happiness at workplace is defined as working condition which includes the element of engagement, work satisfaction, and affective commitment of organization (Fisher, 2010). Workplace happiness does not only advance the previous effort to reveal the effects of engagement. Happiness also shows the potential role of mediation between employees' engagement and happiness. In Karadas & Karatepe (2019), mediation can strengthen employees' engagement and improve their happiness. Eventually, happiness can enhance employees' performance. Meanwhile, employees' investment, interest of work, social climate and positive physique, and

organizational support can be the main antecedent to improve the employees' welfare (Guest, 2017).

## **1.2. Objective**

This research contributes the variable of mediation, which is valued social position, which is an important aspect for the employees with regards to workplace happiness. Employees' valued social position is the solution of the existing problem, The concept contains Islamic values, such as appreciating others and being tolerant. Hence, this research aims to improve workplace happiness through employees' engagement with the inclusion of mediation for valued social position with Islamic element.

## **II. LITERATURE REVIEW**

### **2.1 Background Theory and Previous Studies**

#### **1. Employee Engagement and Islamic Valued Social Position**

According to Serrat (2017), employee engagement refers to the focused concept on a particular entity with the employees. There are many companies which are aware that the best way to empower the workers is to engage the employees. Researchers have developed ways to promote employee engagement in organizational level. Bratianu (2018) states that it is normal for individual to ask for respect from people who work with them. It is also important to ensure that they are appreciated based on their working duration to the organization based on their performance. The correlation between two variables show that engagement provides positive effect to employees' social position. The effect is visible from the employees' attitude and behaviour. Islamic valued position is reflected from the positive treatment of the leader to the employees. The concept of engagement concerns with the appreciation of employees' dedication and contribution to the company. Thereby, an appreciation to the social position from the organization shows a better employee engagement in an organization or company.

H1: Employee engagement significantly influence the Islamic valued social position.

#### **2. Employee Engagement and Happiness at Workplace**

Encouraging personal growth is a way to promote employee engagement (Alameeri et al, 2020). Personal growth can be seen on how an individual can express their feeling in a dynamic condition. A company should create a work environment which develop individuals. This attempt ensures the existence of workplace happiness. The employees felt engaged in the organization and are willing to work optimally. A binded employee is emotionally attached with an organization, feeling happy about their job, and care about organizational success (Seijts & Crim, 2006). If an employee is engaged within an organization, there will be a positive and intense feeling from them to perform well for the sake of organizational success. The action is beyond the work satisfaction and can influence the workplace happiness.

H2: Employee Engagement significantly influence happiness at workplace.

### **3. Islamic Valued Social Position and Happiness At Workplace**

A need to own an environment where an employee feels valued in the workplace is important to promote employee's satisfaction in an organization (Alameeri et al, 2020). The main factor of happiness is employees' satisfaction. Then, there should be some information with regards to what influence hapiness. As in King (2019), it is important for a worker to get an acknowledgement if they work very well and it is very important to show that within the people's working field. The idea is in line with the value of social position in Islamic context, because the validation is a form of respect and appreciation from the leaders to the employees for their effort. Hence, there is a religious aspect included to boost their happiness. If these factors are concerned in an organization, the employee will be satisfied with their work, and it will eventually enhance their performance. Therefore company should see their employees from their contribution and reward them because if they are promoted, that will improve their happiness in the workplace.

H3: Islamic valued social position significantly influence happiness at workplace.

### **4. Mediation in Islamic Valued Social Position**

Happiness means feeling pleased. Happy people have positive emotion such as cheerfulness, attraction, and pride. They rarely show negative emotion such as sadness, anxiety, and anger (Lyubomirsky et al, 2005). Happiness is correlated with life and positive life result such as life's satisfaction, health's

wellbeing, performance, and strong commitment. In an experimental research, a happy employee is more productive to the ones who are less happier (Oswald et al, 2015). In this research the correlation between employee engagement to the workplace happiness is mediated with valued social position in Islamic context. This is because the social position is important to the development of the organization where appreciated employees will be more active and work well. Hence, it will impact the productivity of the organization. As an example, an appreciated employee will perform well in terms of knowledge and skills. The condition will be useful for the company if they are going to embrace social and religious value of the employees. Islamic valued social position refers to the happiness and productivity at the workplace. The management team should consider the factor to ensure that the employees are happy and able to perform their task and responsibility effectively in the company.

H4: Islamic valued social position significantly can mediate the relation between employee engagement and happiness at workplace.

## 2.2. Conceptual Framework

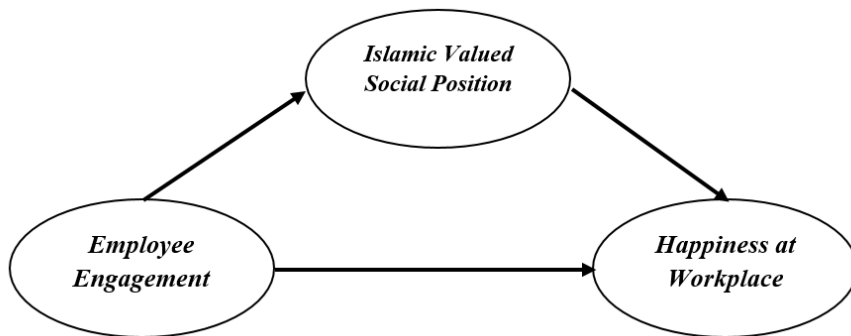


Figure 1: Research Model

## III. METHODOLOGY

This research employed closed questionnaire. The questionnaire was arranged based on the indicators of variables in the research that has been done with questionnaire for respondents. This research uses differential scale to

measure the indicator or the questions. This is the scale to measure the attitudes and bipolar characteristics of a continuum line where the positive answers are on the right side and the negative ones are on the left. There are seven categories of scale, ranging from Very Extremely Disagree to Very Extremely Agree.

The research employed non-probability sampling as a sampling technique where the respondents were different and did not know each other (Rahi, 2017). The researchers took samples of 100 staffs from Pungkook Indonesia One Ltd. in Grobogan, Central Java. The object was chosen since it is close to the researchers' area and Pungkook Indonesia One Ltd. is a company which works in manufacturing Outdoor and Fashion bag for international brand. Hence, it has a lot of workers.

Partial Least Square (PLS) is a method based on regression to create and build and model and method for social sciences which is oriented to prediction (Wold, 1960). PLS assumes that the data of the research has random distribution, which means the data do not refer to a particular distribution (such as normal distribution). PLS is an alternative method of SEM which can be used to solve problems of a research with complex variable and small samples (30 to 100). Based on Abdi (2003), the regression of PLS is a method to find the X component which is also correlated to Y. PLS is used to know the complexity of a latent variable and the another latent variable. It is also used to know the correlation of a latent variable with the indicators. PLS is defined by two equations, which are inner and outer model.

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