

Conference Paper

The Correlation of Psychological Well-Being with Work Engagement for Millennial Workers in Malang City

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Abstract

Covid-19 does not only have impact on the psychological well-being but also the work conditions of each individual. Psychological well-being is a concept of happiness that is present in every individual and is formed from various kinds of life experiences, both positive and negative. Psychological well-being is one of the factors that can affect work engagement. Work engagement requires a positive attitude based on vigor, dedication and absorption to be involved emotionally, cognitively, physically in the professional environment. This study aims to determine the relationship between psychological well-being and work engagement for millennial workers during Covid-19 pandemic. The methods used were quantitative and correlational. The research sample was 50 millennial workers who work in Malang City. The sample was taken using the incidental sampling technique. The Utrecht Work Engagement Scales (UWES) and the Psychological Well-being Scales were used. Data analysis was conducted using Pearson product moment correlation. The results showed that there was a positive and significant relationship between psychological well-being and work engagement for millennial workers in Malang. This means that millennial workers tend to have a positive attitude towards a job.

Keywords: Psychological well-being, Work Engagement, Millennial Workers, Covid-19 pandemic period

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1. Introduction

WHO said Covid-19 is infectious disease caused by newly discovered type of coronavirus. The new virus and the disease it causes were not known before the outbreak in Wuhan, China, in December 2019. Covid-19 is now pandemic that occurs in many countries around the world ("Novel Coronavirus," n.d.). Based on data in the field, the number of sufferers of Covid-19 pandemic in Indonesia has reached 396,454 patients with 13,512 fatalities ("Coronavirus Update (Live)," n.d.). The pandemic that has occurred for approximately nine months had huge impact on the lives of all levels of society.

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This is characterized by activities that are always face to face or direct meet with many people and now must be undertaken online and keep a distance between one person and another, in addition to limiting the scope for face-to-face socialization, work from home (WFH) and so on.

The restrictions that occurred during Covid-19 pandemic do not rule out the possibility that every individual felt mental pressure, saturated, even some people felt depression and took harmful actions. This greatly affects the psychological well-being of each individual. In addition, the labor sector is also not absent from the impact of this pandemic. Based on survey conducted by the Indonesian Research Association (LIPI), 15.6% of workers experienced layoffs and 40% of workers experienced decrease in income, including 7% of labor income down to 50% ("Survei Dampak Darurat Virus Corona Terhadap Tenaga Kerja Indonesia," n.d.). The large number of layoffs, significant decrease in income, not to mention when meeting the increasing needs of life but the income is not supportive, it is difficult to get new job, so that every individual must be able to survive, vigor and fully dedicated to the work they are engaged currently.

The rapid development of 4.0 industrial revolution in Indonesia has made the development of information technology expand so rapidly, this indicates the presence of growth based on climate that very "thick" and is related to technology and the invasion of information that is fast and so sophisticated, the millennial generation was born as marker of the arrival of new era or millennium, namely the 21st millennium (Rahmawati, 2018). The Central Bureau of Statistics said that in the era of the demographic bonus, the millennial generation will basically not be separated. In 2015, the population of productive age reached 67.02%, while in 2017 the percentage was 33.75%. Based on this data, it can be concluded that the contribution of the millennial generation to the structure of population with productive age is quite high because around 50.36% is dominated by people in productive age, namely the millennial generation. Basically, the time span between 2020 and 2030, Indonesia is in the demographic bonus era, where the number of people in the working age population (15-64 years) will reach percentage of 70%, while the other 30% are people who are no longer productive. In 2017, with the demographic bonus in Indonesia, most companies or organizations will accept prospective millennial generation workers born in the 1980-2000s who are workers aged 20-40 years to enter the working world. The greater the number of human resources that are dominated by millennial generations who want to work, it does not rule out possibility of a very tight competition when entering the working world.

The phenomenon in the demographic bonus era is a unique phenomenon and in the spotlight in 2020 because the number of millennial workforce in Indonesia has

exceeded 62.5 million people and will always increase over time. Research conducted by Dale Carnegie Indonesia “Worker Engagement Among Millennial” (2016) states that only about 25% of millennial are fully engaged or fully involved in the company where the individual works, besides the survey results also say that only 1 in 4 millennial are engaged with their work (“Hanya 25 Persen Millennials Yang Setia Kepada Perusahaan,” 2017).

Organizations can be said to be successful when they have the main capital, namely human capital as working workers. The view of potential workers can provide benefits for managing other resources owned by the company so that they are able to run well, besides that the organization must also pay attention to matters related to the well-being and comfort of workers. Therefore, organizations must be able to focus on creating appropriate situations so that workers have a work engagement with the company or organization they work for (Ivanovi & Gali, 2010).

The initial research study was conducted by interviewing millennial workers who work. Based on the results of the interview, it could be concluded that the majority of millennial workers often submit resigns or resign from their jobs. This is because during their work (working time varies from 2 months to 1 year or more) they often do not feel comfortable with the environment they work in because of discrimination from certain groups, jobs that do not match expectations, lack of communication with fellow workers. Apart from that, several sources had problems with their superiors, which led to conflicts. This is what can cause feelings of discomfort and lack of space to develop the potential of workers, so that millennial workers choose not to be engaged to their work and resign. When a sense of comfort is obtained, they will feel happy and will be fully dedicated to their work, and vice versa.

Our research went to find out if there was a correlation between work engagement and psychological well-being among millennial workers. The results of this study are expected to be additional knowledge to overcome problems that often occur in millennial workers.

2. Literature Review

2.1. Work Engagement

Work engagement according to Bakker et al. (Bakker, Schaufeli, Leiter, & Taris, 2008) is a condition that describes well-being and related to positive work conditions, provides satisfaction feeling, and affective-motivation which can be used as one of the things to

predict or see worker fatigue in the presence of the characteristics of vigor, dedication and absorption, thus defining work engagement is a motivation concept that reflects the energy possessed by each worker that is channeled into the work they face. Someone will increase their self-involvement in their work according to their perceptions of meaningfulness, the safety they feel and their availability. Workers who have high work engagement to their work if they are involved physically, cognitively, emotionally and in advocacy (Cook, 2008). The work engagement will develop rapidly and stably in environment that shows strong relationship between company values and the values held by individuals. The focus on work engagements includes the energy that has been attached to the individual which allows these workers to bring their full potential to their work which is able to bring individuals to improve the quality of their core work responsibilities.

2.2. Psychological Well-being

The psychological well-being of each individual is one of the important things in various aspects of life, especially in work situation which includes concept formed from various kinds of life experiences in daily life in carrying out its function as an individual who is considered whole (Ryff & Singer, 1996) has positive function and able to use its abilities optimally (Hidalgo et al., 2010). Individuals are said to be capable if they can optimize their abilities and show good performance characterized by each individual having job satisfaction, high productivity, loyalty and also having good endurance (Harter, Schmidt, & Keyes, 2003). Therefore, individuals who feel comfortable and happy with what they do can have effect on the individual's psychological condition, which is then able to make the individual engaged to his job if the individual's psychological well-being is high, his work engagement will also increase (Robertson & Cooper, 2010). According to Ryff & Singer (Ryff & Singer, 1996), psychological well-being consists of 6 dimensions, namely self-acceptance, positive relationships with others, autonomy, environmental control, purpose in life, self-growth.

2.3. The correlation between work engagement and psychological well-being at millennial workers

Millennial workers who were born in rapid digital development era are a generation that cannot live without internet connection. Born between 1980 and 2000s and consists of people aged 20-40 years. Individuals born in this generation are ambitious, creative,

goal oriented with high sense of self-esteem and trust and are responsive to technology. When millennial workers work, they prioritize facilities and appreciation in the working world, such as millennial generation workers who prefer that the office atmosphere where they work is not too serious like Google's office play ground in other words that workers Millennial places more emphasis on feeling and comfortable place to work. In the research of Robertson & Cooper (2010), individuals who feel comfortable and happy with what they do can affect the psychological condition of the individual, which is then able to make the individual engaged to their work.

Ryff et al. (1996) said that psychological well-being is optimal achievement of the psychological potential possessed by individual and can accept everything that is in him the strengths or weaknesses he has, establish positive relationships with others, have life goal, have autonomy so that able to be independent person, able to control the surrounding environment and can continue to grow personally. When the psychological well-being achievement is good. The psychological well-being of workers at their work place will make the individuals have motivation, feel involved in their work, be able to enjoy all activities related to their work, have high positive energy, and able to last longer in their job. Millennial workers who are able to maintain and have good psychological well-being, are able to concentrate as long as the individual works to carry out his activities with vigor, comfort and has positive energy so that they can overcome any challenges or difficulties they face while working in an organization or company. This is in accordance with the opinion of Schaufeli et al. (2006), that work engagement is positive condition in job that is based on vigor, dedication, and absorption.

Work engagement is positive and satisfying condition about work characterized by vigor, dedication and absorption. The result of work engagement by nursing workers results in higher level of initiative and is able to transmit to other nurses. Nurses who have high work engagement in the hospital are able to reduce the mortality rate in the hospital and are able to get much higher profitability or organizational financial benefits. Worker engagement can be positive source of excellence. Likewise with millennial workers if each individual has high work engagement marked by feeling of comfort, vigor, dedication and appreciation, when it is maintained it will benefit many of the parties concerned, namely the individual, the organization or the company if they are psychologically prosperous, the engagement will also follow it. In accordance with the opinion of Robertson & Cooper (2010), in their research entitled "Full engagement: the integration of worker engagement and psychological well-being", it shows that psychological well-being has close relationship with work engagement, namely the

higher the psychological well-being of workers the higher the work engagement to the worker.

Millennial workers who have good psychological well-being can be said that they have good aspects of self-acceptance, namely being able to realize and accept various aspects of themselves regarding the good and bad qualities of the individuals and responding with positive attitude. Very good self-acceptance for individual is able to encourage someone to build positive relationships with other people around him, namely in the social environment or the work environment. Therefore, through self-acceptance and being able to establish positive relationships with others can generate energy with high vigor feeling at work and based on Schaufeli et al., (2006), vigor is one of the work engagement aspects.

Having good psychological well-being is also shown by the individual's ability to make decisions about something, independent, having confidence in the direction of life goals that fully contribute to the understanding that life is meaningful. This is when applied in the working world, millennial workers who are involved in their work have feelings of vigor, meaningfulness, inspiration and pride which are identified as their dedication to their work, not only in cognitive state but also affective which based on Schaufeli et al. (2006), dedication is one of the work engagement aspects.

Furthermore, good psychological well-being is characterized by the individual's ability to control the environment, namely being able to create comfortable environment for himself and others, so as to be able to create pleasant and comfortable feeling for the work that the individual does. Being able to take advantage of opportunities that arise according to the needs based on individual personal values to move forward and change them creatively through mental or physical activities and when applied to the working world, workers will find it difficult to escape from their work and always feel that time flies so fast because workers work with full concentration. According to Schaufeli et al (2006), absorption is one of the work engagement aspects.

Based on the explanation above, it can be concluded that there is relationship between psychological well-being and work engagement for millennial workers. The more the individual feels high psychological well-being, the higher the work engagement will be. The higher the psychological well-being of millennial workers, the workers are able to be positive and carry out their functions as a whole and good individual emotionally, psychologically and physically and are able to improve and provide abilities followed by their optimal potential for the millennial worker's work engagement to the company or organization they work for. These workers will be able to survive and

express themselves emotionally, cognitively and even physically to be involved or engaged to their work which is based on vigor, dedication and appreciation.

3. Methods

This study used quantitative method with correlational design and used the Pearson product moment correlation test which aimed to determine the relationship between the psychological well-being variable (X) and the work engagement variable (Y) for millennial workers in Malang during Covid-19 pandemic.

The data in this study used adaptation scale. The instrument used to measure psychological well-being was the Psychological Well-being Scale was previously adapted by Eva & Bisri (2018). This scale has 42 items and has 6 answer choices. Consisting of 6 dimensions, namely self-acceptance, positive relationships with others, autonomy, environmental control, life goals, personal growth and autonomy. The scale reliability coefficient was 0.864 and the validity was 0.062 - 0.747. The second instrument used to measure work engagement used the Utrecht Work Engagement Scale (UWES) compiled by Schaufeli et al (2006) which was adapted and translated by researchers. This scale has three dimensions, namely vigor, dedication and absorption. This scale had reliability coefficient of 0.938 and validity of 0.424 - 0.847. Data collection in this study was carried out online using a link connected to the google form because the data collection of this study coincided with Covid-19 pandemic, namely June 2020.

The population of this research was millennial workers who work in Malang City and aged 20-40 years. The sampling technique used was incidental sampling, that was, during the sampling process using a sampling technique based on chance, for anyone who met the researcher and was deemed in accordance with the criteria, that person could be sampled in the study (Sugiyono, 2015). In this study using used the used try outs for time effectiveness, besides that, the use of used tryouts was carried out because of Covid-19 pandemic which did not allow researchers to go face to face in the field, so data collection in this study was filled online using the connected link with google form. In addition, the work engagement scale and psychological well-being used was a standardized scale. The total sample in this study were 50 people.

The obtained data were analyzed using the Pearson product moment correlation test which aimed to determine the relationship between psychological well-being and work engagements for millennial workers in Malang during Covid-19 pandemic.

4. Results and Discussions

4.1. Results

Based on the results of the obtained data, the majority of respondents were female, 32 people (64%) and male respondents were 18 people (36%) who on average were at age of 20-25 years old (72%), undergraduate education (64%) with the majority of the average working period is 1-5 years (70%).

TABLE 1: Socio-demographic Characteristics of The Samples (n=50)

Variables	n (%)
Age	
20 – 25	36 (72%)
26 – 30	7 (14%)
31 – 35	3 (6%)
36 – 40	4 (8%)
Gender	
Male	18 (36%)
Female	32 (64%)
Education	
SMA/SMK	6 (12%)
D1	1 (2%)
D3	7 (14%)
D4	2 (4%)
S1	32 (64%)
S2	2 (4%)
Working period	
1 - 5 months	4 (8%)
6 – 10 months	6 (12%)
11 – 15 months	1 (2%)
1 – 5 years	35 (70%)
6 – 10 years	-
11 – 15 years	1 (2%)

The results of data analysis showed that there was positive and significant correlation between psychological well-being and work engagement for millennial workers in Malang City during Covid-19 pandemic. Based on the correlation test results, the significance value of deviation from linearity was 0.147, which is greater than alpha 0.05, which explained that the relationship between the two variables was linear and so it can be concluded that work engagement with psychological well-being was linearly related. The correlation coefficient on these two variables had correlation value of 0.558 which

indicated that there was positive and significant relationship among millennial workers in Malang City during Covid-19 pandemic and was included in the “Strong Relationship” and positive category according to the categorization table (De Vaus, 2002). Based on the explanation above, it could be concluded that the higher the level of psychological well-being possessed by millennial workers, the higher the level of work engagement of these millennial workers.

TABLE 2: Correlation Analysis of the Relationship Between Psychological Well-Being And Work Engagement For Millennial Workers In Malang City

Variable	p	Explanation	R	Conclusion
Psychological well-being to Work engagement	0.000	Sig > 0.05	0.558	Hypothesis accepted

TABLE 3: Descriptive Analysis Calculation Results of Work Engagement

Variable	N	Minimum score	Maximum score	Mean	Deviation standard
Work engagement	50	31	101	73,40	16,429

Based on table 3 above, it shows that work engagement for millennial workers had score of 31 which was the lowest score and had the highest score with value of 101. The average or mean obtained in the work engagement variable was 73.40 with standard deviation of 16,429. The following is table that shows the categorization of work engagement among millennial workers.

TABLE 4: Score Categorization of Job Engagement

Classification	Norm	Total	Percentage
High	T ≥ 50	26	52%
Low	T ≤ 50	24	48%

Based on the data in the table above, it shows that 26 (52%) millennial worker participants tended to have high work engagements, while millennial workers who had low work engagements total 24 respondents (48%). Based on the amount of data contained in each category, it could be concluded that most of the millennial workers who were research respondents had high work engagement. After that, by knowing the standard deviation and the mean contained in each dimension, analysis could be carried out to identify the highest value gains in the work engagement dimension.

Based on the results of the table above, categorization data is made to show and find out the level of work engagement of millennial workers in each dimension which can be seen in table 6 below.

TABLE 5: Descriptive Analysis Results of Job Engagement Dimensions

Dimension	N	Minimum score	Maximum score	Mean	Deviation standard
<i>Vigor</i>	50	16	36	25,80	5,613
<i>Dedication</i>	50	2	30	22,38	6,134
<i>Absorption</i>	50	12	36	25,22	6,062

TABLE 6: Score Categorization of Job Engagement Dimension

Dimension	Classification	Norm	Total	Percentage (%)
<i>Vigor</i>	High	$T > 50$	25	50 %
	Low	$T \leq 50$	25	50 %
<i>Dedication</i>	High	$T > 50$	24	48 %
	Low	$T \leq 50$	26	52 %
<i>Absorption</i>	High	$T > 50$	25	50 %
	Low	$T \leq 50$	25	50 %

Based on table 6, the results obtained in the vigor and absorption dimensions were at equal level between high and low, that was, both had percentage of 50% at high and low levels, while in the dedication dimension the majority of millennial workers were at low level.

TABLE 7: Descriptive Analysis Calculation Results of Psychological Well-Being

Variable	N	Minimum score	Maximum score	Mean	Deviation standard
Psychological well-being	50	132	228	181,50	21,525

Based on the results of the table above, it shows that the psychological well-being of millennial workers had value of 132 as the lowest score, while the highest score obtained was 228. The average score obtained was 181.50 with standard deviation of 21,252.

TABLE 8: Score Categorization of Psychological Well-Being

Classification	Norm	Total	Percentage
High	$T \geq 50$	27	54%
Low	$T \leq 50$	23	46%

Based on the data above, it can be concluded that the majority of millennial workers tended to have psychological well-being in the high category

Based on the results of the table above, categorization data is made to show and determine the level of psychological well-being of millennial workers in each dimension which can be seen in table 10 below.

TABLE 9: Descriptive Analysis Calculation Results of Psychological Well-being Dimensions

Dimensions	N	Minimum score	Maximum score	Mean	Deviation standard
Self-acceptance	50	17	39	27,64	4,327
Positive relationship with other	50	23	38	30,52	4,372
Autonomy	50	18	42	29,08	6,266
Environmental mastery	50	21	39	29,54	3,996
Life goal	50	20	40	32,72	4,305
Personal growth	50	20	38	32,00	4,422

TABLE 10: Score Categorization of Psychological Well-being Dimensions

Dimensions	Classification	Norm	Total	Percentage (%)
Self-acceptance	High	$T > 50$	26	52%
	Low	$T \leq 50$	24	48%
Positive relationship with other	High	$T > 50$	26	52%
	Low	$T \leq 50$	24	48%
Autonomy	High	$T > 50$	23	46%
	Low	$T \leq 50$	27	54%
Environmental mastery	High	$T > 50$	22	44%
	Low	$T \leq 50$	28	56%
Life goal	High	$T > 50$	24	48%
	Low	$T \leq 50$	26	52%
Personal growth	High	$T > 50$	22	44%
	Low	$T \leq 50$	28	48%

The results obtained based on table 10 show that self-acceptance and positive relationships with others in millennial workers were mostly at high level. In autonomy dimension, environmental control dimension, life goal dimension and personal growth dimension of the most millennial workers were at low level.

5. Discussion

Based on the descriptive analysis results that had been carried out, the study results indicated that there was positive and significant correlation between psychological well-being and work engagements for millennial workers. The level of work engagement for millennial workers was in the high category. Referring to this data, it could be concluded that the majority of millennial workers had good work engagement and were able to

behave and function positively at work (W. Schaufeli & Bakker, 2004). The positive attitude in question was the attitude that millennial workers had to do their job well which consists of the emotional, cognitive, and behavioral components of the individual in their performance role bring benefit for organization or company where they work. Having high work engagement also indicates that the work they are engaged in matches with the perception of performance. A high work engagement indicates that the individual has more positive thoughts and feelings about his job. Moreover, workers are faced with Covid-19 pandemic situation that is happening, they are afraid that if they do not feel engaged to their work they will be included in the wave of layoffs carried out by companies to reduce the number of workers so that the company can continue to operate at minimal costs.

The engaged workers will have feeling of engaged and vigor when relate to their work, while workers who have low vigor will give low energy and vigor for their work. High vigor is characterized by persistence and persistent behavior that never gives up in facing all difficulties while working. In the dedication aspect, millennial workers get low scores so that it means that millennial workers lack dedication to the work they are doing. In the absorption aspect of millennial workers who have high absorption are those who are able to be serious about the work they are currently doing, even millennial workers find it difficult to separate the work with themselves and vice versa.

Based on the descriptive analysis results on the psychological well-being variable, most millennial workers had high psychological well-being, so that millennial workers were able to function positively at work. This was in accordance with the opinion of Ryff & Singer (1996), that holding positive attitude towards oneself would emerge as the main characteristic of positive psychological function. The majority of research respondents were able to function positively to accept everything in themselves, their good and bad qualities and were able to accept the opinion that someone has about themselves and be aware of it. Millennial workers were also able to have feelings of affection and strong empathy and mutual trust, able to be fun and harmonious people. However, several other aspects have low score, namely in the autonomy aspect, where the millennial workers feel still unable to be independent when facing problem. The environmental mastery was still low because in the millennial generation era, everyone only focused on their gadgets and more often surfed on 'virtual world' media than in the real world. Furthermore, life goals that belong to the low category indicated lack of planning and only acting to do it. The personal growth aspect also had low category score which indicated that millennial workers in self-development tend not to have the initiative to develop themselves when things they feel in their work are not attractive and boring.

The above explanation results were in accordance with the definition of psychological well-being by Wells (Wells, 2010), namely psychological well-being will talk about the positive or optimal function of a person. In line with the opinion of Ryff & Singer (1996), which explains that psychological well-being is concept that formed from various kinds of life experiences in their daily lives and carries out the functions of individuals as human beings who are considered intact. Psychological well-being does not only refer to mental health which is only negative in nature, but rather to individuals who are able to increase their abilities and potential optimally, such as individuals who function well psychologically, emotionally, and physically.

This study involved 50 millennial worker respondents. Based on the correlation test analysis results, it showed that there was relationship between psychological well-being and work engagement for millennial workers in Malang City of 0.558, thus showed positive relationship between the two variables. If psychological well-being increases, work engagement will also increase and vice versa, the lower the psychological well-being, the lower work engagement. Millennial workers who have high category on work involvement or engagement are able to concentrate fully, diligently and persistently characterized by the vigor shown by workers, dedicated to work that they consider meaningful and consider that their work is fully enjoyable (Robertson & Cooper, 2010). This refers to positive, satisfying thinking or attitudes and work engagement (W. B. Schaufeli, Salanova, González-romá, & Bakker, 2002).

Having high work engagement also indicates that the work they are engaged in matches the perception of performance. Robertson & Cooper (Robertson & Cooper, 2010), said that this is long-term benefit of a job for individuals and is closely related to psychological well-being. This shows that work can be one of the factors that can affect a person's psychological condition. Individuals who feel comfortable and happy with what they do can have effect on the individual's psychological condition, which is then able to make the individual engaged to his job.

The existence of relationship between the two variables indicates that there is condition of good psychological well-being. Millennial workers act as individuals who are able to improve their abilities well (Ryff & Singer, 1996) and have positive and optimal function (Wells, 2010). A good psychological well-being condition is able to influence workers to take full advantage of their potential in the implementation of work professional environment, be able to express themselves physically, cognitively and emotionally as well as appreciation of the roles they play in work and have feelings and thoughts on positive conditions at work (W. Schaufeli & Bakker, 2004). Robertson & Cooper (2010) say that workers who have high well-being will also have higher

work engagement. Psychological well-being is one of the factors that can influence engagement, namely the high level of well-being can help increase engagement and conversely, low well-being is also decrease engagement. The interaction between these two variables on workers can create conditions for full engagement, so that the healthy worker's psychological condition and high level of engagement can last long time.

6. Conclusion

Covid-19 pandemic has big impact on the labor sector, especially workers who work. The majority of millennial workers who work in Malang City have high level of engagement. This means that millennial workers tend to be able to have positive attitude towards a job. The psychological well-being of these workers majority in high level. Psychological well-being has important role, that is, a concept that formed from various kinds of experiences in daily life in carrying out its function as an individual who has optimal ability to function physically, psychologically and physically. The existence of high psychological well-being, then the work engagement will also be high and this will be very beneficial for every individual who works during Covid-19 pandemic conditions.

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