The Effect of Social connectedness and Mindfulness on Sustainable Wellbeing

Ninik Anggraini[1], Madha Komala[2], Dedi Purwana[3]
Universitas Negeri Jakarta[1,2,3]

ABSTRACT

A global survey states that humans, in general, are increasingly happy globally. These results contradict the global situation where environmental disasters and global warming are increasingly threatening and making damage in various parts of the world. This, in turn, will result in unhappiness, at least in the long run. Because of this contradiction, sustainable well-being is raised, a more ethical concept, and hence, more essential for human welfare. The purpose of this study was to determine the effect of perceived job insecurity and mindfulness on sustainable wellbeing. This study used 140 employees in service center companies in Bekasi district and Karawang, The results show that social connectedness has a significant and positive effect on sustainable wellbeing. Mindfulness also has a significant and positive effect on sustainable wellbeing. The researcher uses the socio-ecological perspective as the grand theory to explain the relationship between the hypothesized relationships.

Keywords: Social connectedness, mindfulness, sustainable wellbeing

1. INTRODUCTION

Welfare is the main goal of most people. Global data shows that human welfare tends to increase. Of the 132 countries with welfare data from 2005 to 2018, 64 experienced increases, 42 decreased, and 26 remained unchanged (Helliwell, Layard, & Sachs, 2019). Indonesia is a country that has experienced a significant increase.

However, on the other hand, the world continues to move towards the worst-case scenario of global warming and climate change (Lengyel, 2015). Life integrity, biogeochemical flow, and the environment in general continue to be degraded (Steffen et al., 2015). The effect has been felt in various news such as floods, sea level rise, coral reef death, the scarcity of fish, the hotter dry season temperatures, the longer the dry season, extreme weather, loss of biodiversity, and various other effects of global warming (Panno et al., 2018).

Social aspects have also been found to be related to employee welfare and outcomes. Social connectedness, especially with coworkers, enable employees to be more embedded in their work (Kiazad, Holtom, Hom, & Newman, 2015). This can be supported even stronger by CSR activities that bring social networks around the community closer to employees. This situation creates a positive work environment for employees in creating employment, thus avoiding employees from feeling 'trapped' (D. G. Allen, Peltokorpi, & Rubenstein, 2016).

Mindfulness which is a form of awareness of one's thoughts and actions (Peters, 2018). Mindfulness is known to have a significant effect on employee welfare (Layous, 2019).

Studies show that the effects of employee welfare vary on business progress. Happy employees increase the happiness of consumers, so consumers are more loyal to the product (Hussinki, Kianto, Vanhala, & Ritala, 2019). On the other hand, there are groups of employees who when happy, their productivity decreases, while on the other hand, there are groups of employees who when sad, their productivity increases (Hsiao, Jaw, Huan, & Woodside, 2015).

Happy employees increase the company's reputation in the community (Nadeem, 2015). But happy employees tend to be difficult to work with and be more selfish (Chancellor, Layous, & Lyubomirsky, 2015).

In this research focus on industrial specific for service/workshop chosen due to this sector is sector worker with knowledge. From others researched found that compare to manual worker, knowledge worker significance has higher stress level (Fu et al., 2017). However employee who work at service center workshop and manufacture has different stress sources that is work environment factor such as noise, hot temperature, chemical hazard and physically intensive activities knows as a factor causing mental health disorders for workers (Soares et al., 2018) and continual well-being is expected not on individual only but also sustained for the organization.

Aims of the research is to find the effect of social connectedness and Mindfulness on sustainable wellbeing employee at service center workshop and manufacture in Bekasi district.

2. LITERATURE REVIEW
2.1 Social connectedness

Social connectedness is defined as "an aspect of one's self that reflects a subjective awareness of interpersonal closeness to the social world" (Lee, Kwon, Lee, & Kim, 2017). If objectively defined, social connectedness is the relationship that one has with others and the benefits that individuals and society derive from this relationship (Samuel, Alkire, Hammock, Mills, & Zavaleta, 2018). Based on this understanding, social connectedness, whether subjective or objective, is the opposite of social isolation. Subjective social isolation is the awareness that the self is far from the social world, while objectively it is the almost absence of individual relationships with other people and / or the almost absence of benefits obtained by individuals and / or society for the existence of such individuals.

2.2 Mindfulness

Mindfulness can also be interpreted as a practice of metacognition, which is the process by which a person monitors and adjusts his information processing mode based on the situation at hand (Kudesia, 2019). In short, mindfulness is current-centered attention and awareness regulated by oneself with an open, caring orientation, and does not value experience (Reb, Narayanan, Chaturvedi, & Ekkirala, 2017). Mindfulness is a special kind of awareness that intends and rests on the current situation, not memories of the past or future predictions (Roeser & Eccles, 2015). It deals with processes that lead to mental states that are characterized by mindfulness without judgment and without reaction to current experiences, including emotions, cognition, and physical sensations, as well as external stimuli such as vision, hearing, and smell (Bajaj, Robins, & Pande, 2016).

2.3. Sustainability well-being

The concept of sustainability in scientific discourse and contemporary socio-political metaphors (Knight, 2015), the concept of well-being is also developed towards sustainability. In general, sustainability is a discourse that links individuals with the surrounding environment in economic, social and environmental aspects. This means that the concept of sustainability makes traditional aspects no longer focused on egocentric aspects but extends to the wider community.
Brown et al., (2018) define sustainable wellbeing as "happiness that contributes to the welfare of individuals, society, and / or globally without exploiting other people, the environment, or future generations".

3. RESEARCH METHODOLOGY
3.1. Data

The data use in this research is based on primer data, A cross-sectional survey was conducted to gather data using questionnaire. 155 questionnaires are distributed to employee service center in Bekasi district and 140 questionnaires were used in this study.

3.2. Population and Sampling

The population used in this study is employee at workshop service center in industrial estate at Bekasi district and Karawang. The employee population 155 population, resulting in a sample of 140 employee (using the Slovin formula).

3.3. Analytical Technique

This research is a quantitative research which use multiple regression analytical. Social connectedness dan mindfulness is an independent variable meanwhile sustainability well-being is dependent variable. Data will be proceeded with SPSS device by testing hypothesis with t-test and f-test.

4. RESULT AND DISCUSSION

4.1. Hypothesis Testing

Table 1 : Coefficient

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.461	.278		-1.659	.101
	X1	.386	.054	.379	7.289	.000
	X2	.607	.052	.619	11.781	.000

a. Dependent Variable: Social connectedness & Mindfulness

Table-1 is the result of the output of T-Test, in the table it appears that the social connectedness is able to influence the sustainability well-being of the employee in service center workshop at industrial estate Bekasi district & Karawang with significance of 0.00 and below the error rate 0.05. The great influence of social connectedness towards sustainability well-being is 0,379. Similarly, the mindfulness is significantly able to influence the sustainability well-being of the employee of service center workshop with significance of 0.00 and is below the error rate of 0.05. The great influence of mindfulness on sustainability well-being is 0,619.

Table 2 : ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	47.348	2	24.169	94.804	.000[b]
	Residual	41.416	162	.265		
	Total	88.764	164			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Table 3 : Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.734[a]	.536	.534	.50502

a. Predictors: (Constant), X1, X2

b. Dependent Variable: Y

Table-3 shows that the results of the F-test test show that the social connectedness and mindfulness are jointly influenced by the sustainability well-being of the employee service center / workshop in Bekasi district and Karawang with Significance of 0,000 and greater influence of 0,536.

4.2. Discussion

This study shows that the perception of social connectedness and mindfulness are jointly able to influence the employee service center workshop in Bekasi district and Karawang. Social connectedness has a greater influence on sustainability well-being when compared to the mindfulness. This research supports that mindfulness which is a form of awareness of one's thoughts and actions (Peters, 2018). mindfulness is known to have a significant effect on employee welfare (Layous, 2019) and social connectedness is also a resource related to human social relations, and human social relations are very important to improve welfare (Saeri, Cruwys, Barlow, Stronge, & Sibley, 2018), including sustainable welfare, where one needs to share with others and the environment to feel well-being.

In this study shows that effect of the social connectedness and mindfulness are positive so that it can be said that the social connectedness and mindfulness have influenced to continual well-being employee at service center workshop in Bekasi district and Karawang.

5. CONCLUSION

The social connectedness has significant to influence continual well-being employee at service center workshop in Bekasi district and Karawang and mindfulness that can significantly affect to continual well-being employee. Social connectedness has a greater influence compared to the mindfulness. Based on this research results the researcher advises that continual well-being are expected continously implemented in service center workshop to maintain continual building to the organization not continual well-being to the individual.

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