

ABSTRACT

The Effect of Gratitude on Employee Well Being in Honorary Teacher JABODETABEK

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Honorary teachers have the responsibility to educate their students at school and have a role in advancing education in Indonesia. The problems that occur with honorary teachers are the low salaries with unspecified time, and unclear policies regarding promotion. Seeing these difficulties, it's very important to consider the well-being of honorary teachers. Well-being in the workplace is called employee well-being. Employee well-being can be influenced by internal factors, one of which is having a feeling of gratitude. The purpose of this study is to determine whether gratitude has a positive influence on the employee well-being of honorary teacher employees in Jabodetabek. The data in this study was distributed to 354 honorary teachers in the Jabodetabek area. The scale used to measure Gratitude is the Gratitude Questionnaire-6 (GQ-6) which was developed by Emmons (2002) and has been adapted into Indonesian by Moningka & Soewastika (2023), while employee well-being is measured using the Employee Well - Being Scale (EWBS) developed by Zheng et al., (2015). This study carried out four types of assumption tests, namely normality, linearity, independence of errors, and homoscedasticity. According to the findings, neither homoscedacity nor the dependent variable are met. Researcher tested the hypothesis through logistic regression and found that there was a positive influence of gratitude on employee well-being among honorary teachers. The results of this study show that the higher the feeling of gratitude towards honorary teachers, the higher the employee well-being will be.

Keywords : Gratitude, Employee Well-Being, Honorary Teacher