

Determination of Happiness of UIN Sunan Kalijaga Yogyakarta Library Employees

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Abstrak

Penelitian ini bertujuan untuk mendeskripsikan determinasi makna dan faktor pendukung kebahagiaan karyawan Perpustakaan UIN Sunan Kalijaga Yogyakarta. Penelitian ini merupakan penelitian kualitatif dengan subyek penelitian adalah sebanyak 10 karyawan yang ditempatkan pada bagian layanan Perpustakaan UIN Sunan Kalijaga Yogyakarta. Sedangkan obyek dalam penelitian ini adalah determinasi makna dan faktor kebahagiaan menurut karyawan Perpustakaan UIN Sunan Kalijaga Yogyakarta. Pengumpulan data menggunakan metode wawancara, dan dokumentasi. Adapun analisis data yang digunakan dalam penelitian ini adalah deskriptif kualitatif yaitu data yang telah terkumpul disusun dan diklasifikasikan sehingga dapat menjawab rumusan masalah. Hasil penelitian menunjukkan bahwa kebahagiaan karyawan merupakan kesenangan dan ketentraman untuk mencapai kepuasan dalam bekerja. Makna kebahagiaan karyawan Perpustakaan UIN Sunan Kalijaga Yogyakarta dibagi menjadi tiga, yaitu perasaan nyaman dan tenang, kepuasan dalam membantu orang lain, serta tingkatan kebahagiaan. Selanjutnya, ada beberapa faktor kebahagiaan karyawan Perpustakaan UIN Sunan Kalijaga Yogyakarta. Faktor internal kebahagiaan mencakup sikap ikhlas menerima dan kesehatan. Selanjutnya, faktor eksternal kebahagiaan karyawan mencakup hubungan baik dengan rekan kerja, hubungan baik dengan atasan, jenis pekerjaan dan penghargaan. Kata kunci : Determinasi Makna Kebahagiaan, Faktor Kebahagiaan, Karyawan Perpustakaan.

Abstract

The purpose of this study is to describe the determination of meaning and the factors that contribute to the happiness of employees at the UIN Sunan Kalijaga Yogyakarta Library. This is a qualitative study with up to ten employees from the library service section of UIN Sunan Kalijaga Yogyakarta as research subjects. Meanwhile, the purpose of this study is to determine the meaning and happiness factor according to the employees of the UIN Sunan Kalijaga Yogyakarta Library. Data collection methods include interviews and documentation. The data analysis used in this study is descriptive qualitative, which means that the data collected is compiled and classified so that it can answer the problem formulation. According to the study's findings, employee happiness is defined as pleasure and tranquillity in order to achieve job satisfaction. Employees of the UIN Sunan Kalijaga Yogyakarta Library define happiness in three ways: feelings of comfort and calm, satisfaction in helping others, and levels of happiness. Furthermore, there are several sources of happiness for UIN Sunan Kalijaga Yogyakarta Library employees. Internal factors of happiness include a genuine acceptance attitude and good health. Furthermore, external factors of employee happiness include good working relationships with coworkers, good working relationships with superiors, work type, and awards. Key: Happiness Meaning Determination, Happiness Factor, Library Employees

INTRODUCTION

The goal of guidance and counseling is to lead to happiness, because the goal of human life is to lead to happiness. In this case, the role of life guidance and counseling is to assist people in achieving their goals (Nursalim, 2015). Guidance and counseling can seek to develop human potential, particularly by developing self-values that include positive feelings and emotions toward happiness. Happiness is an accumulation of feelings that act primarily to counteract feelings of hopelessness, boredom, and futility (Huxley, 2000). Happiness is defined as life satisfaction that results from the fulfillment of needs or expectations, as well as the causes or means to enjoy them (Hurlock, 2011). Happiness is an individual's subjective experience.

There are no adequate methods for studying happiness. Happiness, on the other hand, contains several essences, including acceptance, compassion, and achievement (Hurlock, 2011). Similarly, in the workplace, happiness is the achievement of goals as an employee. Work is one of the efforts in being able to meet one's basic needs.

However, not all employees are happy with the work they do. One of the factors that can contribute to stress is one's job (Jobplanet, 2017). Employees' stress becomes an impediment to achieving happiness. According to the survey findings, there are five trends that influence employee happiness: work culture, interpersonal relationships at work, employee appreciation, transparency, and employee performance appraisal (Jobstreet, n.d.). Meriam also mentions leadership, individual characteristics, organizational beliefs, organizational culture, and job satisfaction as determinants of employee job happiness (Matheos, 2017). Employees are happy because they have experienced the characteristics of good happiness as a result of organizational culture and climate. Happiness manifests itself in the form of a grateful attitude and an appreciation for life (Wijayanto, 2017).

Employee happiness is more influenced by external influences, according to the findings of this study. Each trend that can effect employee performance has a particular shape in each workplace. If your mental and physical health are in good shape, your work results will be enhanced (Wulandari & Widyastuti, 2014). Self-control and religious attitudes associated to employee religiosity are indicators of inner health (Aghili & Kumar, 2008). There are two positive measures of employee wellbeing, as mentioned in the article on pleasure and well-being at work: job satisfaction and job involvement (Rodriguez-Munoz & Sanz-Vergel, 2013).

Good psychological aspects are linked to these positive indications. There are various aspects of happiness that are linked to positive psychology. Positive psychology focuses on human qualities and abilities in order to help them live their best lives. Positive psychology is the study of the forces that drive people to be healthy and happy. According to Seligman, positive emotions and positive feelings are forms of well being or happiness (Seligman, 2005). Happiness is a term that describes positive feelings and emotions. Therefore believe that happiness is an important thing in life and can be obtained with positive emotions (Veenhoven, n.d.).

Life satisfaction, in addition to positive emotions and feelings, is a positive psychological component (Lu & Shih, 2010). Life satisfaction is a type of achieving results through efforts to meet predetermined goals. In the workplace, happiness is defined as the achievement of goals as an employee. Employee development is inextricably linked to environmental influences, both physical and psychological, as well as social.

The same can be said for the world of work at the UIN Sunan Kalijaga Yogyakarta Library. Even though employees appear to enjoy their jobs, there are risks involved. Because many users have different characteristics, employees must be friendly and patient when providing services. In addition, library employees work in an unhealthy environment. With many book collections totaling around 156,305, final assignments totaling up to 38,686, and references totaling up to 12,174 (*Koleksi Perpustakaan UIN Sunan Kalijaga Yogyakarta*, 2019). Of course, not every collection has been properly cared for and kept clean. Visible dust adhered to the collection and shelves, posing a health risk to employees. Furthermore, collaboration with other library employees is required so that they can complement each other and achieve the best possible work results.

The above description paints a picture of the heterogeneous state of employees. This gives rise to a plethora of different definitions of determination and happiness factors. As a result, this study was carried out to ascertain the meaning and factors influencing employee happiness in the workplace, specifically among employees of the UIN Sunan Kalijaga Yogyakarta Library.

METHODS

This research is a qualitative descriptive field research. The subjects in this study were employees of the UIN Sunan Kalijaga Yogyakarta Library who met the criteria of being between the ages of 25 and 50, working for a minimum of 6 months, and working in the library section. Interviews and documentation were used as data collection tools.

RESULT

According to the findings of the study, there are numerous aspects that arise from the happiness of UIN Sunan Kalijaga Yogyakarta library employees, including sentiments of comfort and genuineness, satisfaction at being able to help others, and happiness level. Meanwhile, encouraging factors for happiness include a genuine acceptance attitude, good health, good relationships with colleagues, good ties with superiors, type of employment, and awards.

DISCUSSION

Employees from the UIN Sunan Kalijaga Yogyakarta Library from a variety of backgrounds. In accordance with the findings of previous research. For the employees of the UIN Sunan Kalijaga Yogyakarta Library, happiness is divided into several parts, namely:

1. Being at convenience and sincere

At work, one of the most important things is to be happy. Happiness is defined as a state of being comfortable and calm. In the context of work, one of the fundamentals of enjoying one's job is to feel at ease and calm. Happiness is defined as the feeling of being at ease, calm, and content at work. This feeling is felt not only physically, but also mentally. So that whatever work is done, if there is a sense of comfort, calm, and pleasure, it will feel genuine. In line with Seligman's description of positive psychology. Individuals' happiness refers to positive emotions they experience as well as positive activities they enjoy (Seligman, 2005).

The measure of happiness or unhappiness varies greatly between individuals (Wulandari & Widyastuti, 2014). Similarly, employee satisfaction. It all depends on the factors that each employee faces. As previously stated, being happy at work is something that only each employee can experience. As much as possible, enjoy the work that corresponds to the job description. Each job comes with its own set of challenges and responsibilities. However, the employees of the UIN Sunan Kalijaga Yogyakarta Library experience ups and downs at work. Work's ups and downs are a normal part of the job. Joy can be a source of strength at work, whereas grief can be a hindrance to feelings of comfort and calm.

According to the research results of the interview, there are times when employees' happiness at work decreases. Workplace obstacles frequently disrupt feelings of comfort and calm. Employees must be able to find solutions quickly so that they do not disrupt the comfort and peace of mind of others at work. Employee happiness in the form of feeling comfortable and calm is consistent with Hurlock's definition of happiness, which is an attitude of acceptance. Acceptance at work is related to work sincerity. As a result, there will be a sense of comfort and calm at work. Feelings of comfort and calm are the starting point for enjoying work as an employee of the UIN Sunan Kalijaga Yogyakarta Library, so that they can provide the best possible service to users.

2. Satisfaction in helping others

Employees in this library service work must always be friendly and patient. Many of each user's personalities are a challenge for employees, because many users are irritated when they believe they have not received good service. Some employees define happiness at work as being able to help users in a way that makes them happy. Employees will also be pleased if users are pleased when they

receive assistance. There is a role for others to feel happy in this case. Aside from being able to assist visitors, there is a sense of providing value to oneself when assisting others.

Values, in as well as of themselves, develop into positive emotions. Understanding happiness necessitates a grasp of personal power and goodness. Life will feel more authentic when happiness is derived from the involvement of power and goodness. When one person can assist another who is in need, it is extremely valuable. Helping users is not only a job responsibility, it is also a form of social beings who rely on one another. Working as an employee of the UIN Sunan Kalijaga Yogyakarta Library had many ups and downs.

From there, several employees define happiness at work as being able to help users in a way that makes them happy. Employees will also be pleased if users are pleased when they receive assistance. Helping others is an expression of compassion for one's fellow social beings. Helping others is a form of compassion because we are social beings who cannot grow without the assistance of others. One of the essences of happiness is a compassionate attitude. According to this study, when employees are able to assist users, they are more satisfied.

3. Happiness Levels

Happiness is perceived to have different levels depending on the circumstances. The measure of one's level of happiness is not seen in the possession of one's property, but in how people know and value all that has been accomplished (Hurlock, 2011). When he is having problems, he is happiest when he is not blaming anyone or anything. When you are able to calm down and surrender to Allah SWT for all the provisions He has provided, you will be completely happy. Surrender is a way for humans to give up control to the Creator.

One of the levels of happiness for employees is achieving self-comfort. Happiness is the cause or means to enjoy life satisfaction that results from the fulfillment of needs or expectations (Hurlock, 2011). Employees of the UIN Sunan Kalijaga Yogyakarta Library are satisfied when they are able to complete work and assist users who are having difficulties. The feeling of happiness that comes from seeing other people happy is derived from this. Employees are happy when users are satisfied and happy with the assistance and services provided by the employees of the UIN Sunan Kalijaga Yogyakarta Library.

Furthermore, so that all employees of the UIN Sunan Kalijaga Library feel at peace and grow closer to Allah SWT. Every Thursday of the week, there is a program of Qur'an recitation, and every Friday, there is a blessing by distributing food to the users. Every Thursday, before the start of the library service, all employees gather to recite the Qur'an.

Every meaning of happiness that emerges from the research findings for UIN Sunan Kalijaga Library employees is related to Hurlock's theory of the essence of happiness. Hurlock defines happiness as having three components: acceptance, compassion, and achievement (Hurlock, 2011). Acceptance takes the form of happiness in the form of feeling comfortable and calm. Furthermore, the definition of employee happiness as satisfaction in helping others is a form of the essence of compassion in happiness. Finally, the level of happiness felt by employees is a form of professional achievement.

The authors see several factors that can shape the happiness of the employees of the UIN Sunan Kalijaga Yogyakarta Library based on interviews with informants. The authors conducted interviews with employees of the UIN Sunan Kalijaga Yogyakarta Library who were assigned to the service section in this case. That is, they must meet with librarians from various backgrounds on a daily basis. Employees of the UIN Sunan Kalijaga Yogyakarta Library, particularly those in the service department, are required to be friendly to the librarian at all times. The author will discuss the factors that contribute to employee happiness at the UIN Sunan Kalijaga Yogyakarta Library:

1. Sincere ability to accept

Happiness is a subjective experience that is unique to the person experiencing it. The presence of sincerity in accepting any job is the path to the emergence of a sense of happiness. If you have sincerely accepted every job from within, then all job responsibilities will be passed on with pleasure. The factor of genuine acceptance is also linked to the essence of happiness, namely the

acceptance attitude (Hurlock, 2011). There is a significant relationship between self-acceptance and employee happiness (Lestiani, 2016).

Happiness stems from a person's perception of his own goodness. Acceptance is a type of self-acceptance used for self-adjustment. Similarly to the employees of the UIN Sunan Kalijaga Yogyakarta Library, the factor of sincere acceptance is a type of positive feeling that arises as a result of adjustment to work.

2. Health

The second determinant of happiness is one's health. People of any age can work if they are in good health. Meanwhile, poor health or physical incapacity becomes an impediment to satisfying wants and needs (Hurlock, 2011). It must be physically and mentally fit, especially since it is located in the user service section. Because of the job descriptions that must be completed, the service department requires employees to be highly mobile. Furthermore, one must have peace of mind as a manifestation of spiritual health because serving visitors of various personalities requires patience.

3. Good working relationships with coworkers

Humans, as social beings, cannot exist apart from other people; establishing cooperation is also an important part of working. The interaction that is formed evolves into a type of complementary social beings. Individuals are physically and psychologically involved in social interaction. Feelings, words spoken in communication, reflecting feelings and attitudes, and adjustment processes are all part of the interaction process (Rahmawati & Yani, 2014).

Social interaction between coworkers must be properly built. Existing interactions are also related to reciprocal interactions that complement one another. Although there is often a difference of opinion, this interaction will be a form of cooperation in the workplace. A good relationship is built on good communication. Communication can be hampered by differences of opinion and problems that arise. If you have a good working relationship with your coworkers, you will be more relaxed while doing your job. Work together to complete work assignments. People of any age will be content at work if they have the opportunity to socialize with others in their environment (Hurlock, 2011).

4. Good working relationships with superiors

All policies enacted by superiors will determine the direction of an agency's development. A company's success can be influenced by its leader's style. Such as how leaders form relationships with subordinates, how a leader requires subordinates, and how leaders influence subordinate behavior (Hartanto, 2016). One of the factors influencing employee happiness is the quality of a good relationship with the leader (Chaiprasit & Santidhirakul, 2011).

Similarly, the head of the UIN Sunan Kalijaga Yogyakarta Library is frequently referred to as the Head of the Library. The Head of the Library's policy and innovation are critical to the development of the library's quality. The library's director also assists employees in completing their tasks successfully. There are no policies that are currently burdensome for library employees. Good communication between leaders and employees is essential for establishing a positive relationship. A good leader is one who can protect all employees with the policies that are put in place.

5. Type of work

The type of work can also support happiness because each job has its own advantages and disadvantages. Job characteristics are a comparison that each employee feels. According to the interviews, the type of work is also one of the factors that contribute to happiness. The increasing workload in comparison to the previous job will be an easy comparison for the employees. Employee happiness will suffer as a result of high-intensity work.

6. Awards

Everyone has a different level of success at work. Employees who receive awards have higher morale and job satisfaction (Widhiastana et al., 2017). Furthermore, rewards can motivate employees to work (Handayani, 2017). Awards can be monetary or non-monetary in nature. Employees are also given a monthly salary as a form of appreciation. Salary has become a right of every employee as a result of his or her hard work at work. In addition, other incentives play a role in motivating people to work.

According to the findings of the interview, employees are pleased if there is an additional incentive for using the library's night service. Furthermore, they are at ease because of the welfare benefits. One of them is health insurance, and they believe the guarantee has aided them. At the very least, reduce the number of payments that must be made. Aside from financial awards, non-financial awards are also possible. Such as the awards that have evolved into the UIN Sunan Kalijaga campus program and library awards. Every year, an award for the best employee should be given out. Employees present the award as a token of appreciation for their contributions to the relevant agencies.

According to the explanation above, the factors that contribute to the achievement of happiness for the employees of the UIN Sunan Kalijaga Yogyakarta Library are divided into two categories: internal and external factors. Internal factors that promote happiness include a genuine attitude of acceptance and good health. According to Hurlock's theory, one of the essences of happiness, namely acceptance, includes sincere acceptance. Health factors are also consistent with Hurlock's theory of happiness-influencing factors. External factors that contribute to happiness include good relationships with coworkers, good relationships with superiors, the type of work, and awards. Good relationships with colleagues and superiors are included in Hurlock's theory as factors of interaction opportunities outside the family. Similarly, the type of work that became Hurlock's theory of factors that affect happiness.

The reward factor, on the other hand, is a happiness-supporting factor discovered at the time of the study. Hurlock's theory gains a correction material in the form of the award factor. According to other research, rewards can have an effect on job satisfaction, making employees happy while they work. The findings of this study, like those of Yuyun Yuniasih et al, indicate that rewards influence work motivation, which has a direct impact on job satisfaction (Yuniasih et al., 2018).

Employees become more active and diligent in their work as a result of awards. They compete with each other in a positive way by constantly improving their productivity and service quality. Employees who receive an award will feel valued in their work. Employees who have received awards will also be held more accountable for their work. Meanwhile, employees who did not receive an award will be motivated to improve their performance in order to achieve job satisfaction.

CONCLUSION

Employee happiness is defined as pleasure and tranquillity in order to achieve life satisfaction, which cannot be separated into two aspects: physical and spiritual. Happiness is a balance of physical and spiritual needs; if physical needs are met to an excessive degree, it must be followed by gratitude for the true owner of the property, namely Allah SWT.

For the employees of the UIN Sunan Kalijaga Yogyakarta Library, happiness is divided into three categories: first, feeling comfortable and calm. Employees at the UIN Sunan Kalijaga Library are happy when they are comfortable and calm at work. No matter how intense the work pressure, if the heart is comfortable and calm, the work will be completed to the best of one's ability. Second, there is satisfaction in assisting others. Employees at the UIN Sunan Kalijaga Library are pleased when he is able to assist users who are experiencing difficulties. The third factor is one's level of happiness. According to the employees of the UIN Sunan Kalijaga Library, the greatest happiness is being able to put your trust in Allah for your life and provision.

Furthermore, there are several sources of happiness for UIN Sunan Kalijaga Yogyakarta Library employees. These factors are divided into two categories: internal factors and external factors. Internal factors of happiness for UIN Sunan Kalijaga Yogyakarta Library employees include a genuine attitude of acceptance and good health. Employee happiness at UIN Sunan Kalijaga Yogyakarta Library is influenced by external factors such as good relationships with colleagues, good relationships with superiors, type of work, and awards. Hurlock's theory gains a correction material in the form of the award factor. According to other research, rewards can have an effect on job satisfaction, making employees happy while they work.

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