

# Subjective Well-Being Affects Physical and Mental Condition of Individuals

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Subjective well-being can affect physical and psychological conditions that would affect an individual appearance. Generally, low level of subjective well-being is due to the workload, time pressure, the quality of supervision and insecure feeling.

"For the production personnel, the low level of well-being has been noticed less by the company. The center of attention at this time is more focused on the machine, without considering their psychosocial aspects. With the poor well-being and monotonous tasks, this profession is prone to experiencing stress," said Dra. Hartanti, M.Si., during her open examination of Psychology of Education Doctoral Program at Universitas Gadjah Mada on Friday (30/9) on campus.

Hartanti reveals that from the survey results it was recognized that the welfare problem that often appears is the issue of minimum wage unbalanced to the necessity. The stress-inducing financial issue often originates from the inadequate earning, the large debts and increasing daily needs.

"The issues often made the employees working without passion during their work so that their performance decline. In other words, the less availability of money that does not comply with the workload is the one of the causes of work stress," said the lecturer of Psychology Faculty of Surabaya University.

From Hartanti's research written in a dissertation titled *Supporting Factors of Employee's Subjective Well-being*, it is known that the personality who fits the work demands and organizational culture can improve the subjective well-being of the employees. In addition, strict rules on the company as well as the typical Javanese culture that has a view on the importance of uniformity makes the agreeableness as a predictor of subjective well-being of production personnel and supervisor personnel.



Hartanti mentions that on the supervisor personnel, wages become the predictor of subjective well-being. Supervisors who accomplish excellent achievement will receive big wages. This is different from the production personnel, wages are not a predictor of subjective well-being because the work accomplishment of production personnel was not accompanied by increase of wage.

Meanwhile, well-being on the production personnel is determined by internal factors, namely agreeableness, neuroticism and sense of humor while external factor is social support. "This suggests that the production personnel other than having internal orientation is also having external orientation from social influences, in contrast to the supervisors who are more affected by internal factors, namely openness to experiences, agreeableness, gratitude and intrinsic job wage," she concluded.

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