

Becomes a flourishing adult with your general self-efficacy

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ABSTRACT: A flourishing person believes in his own ability to have broad and satisfying to do their jobs. They believe in their ability to carry out various activities that support their work. The aim of the study was to determine the effect of general self-efficacy (GSE) on flourishing in adults. The method used in this research was a cross-sectional quantitative method with accidental sampling. There were 84 women and 35 men as workers in government and private institutions. The range of participants was 18–53 years old with the majority being 25 and 29 years old as many as 13 participants. Participants in this research were 63 Javanese employees, 26 were multicultural, and other ethnic were 30 employees. Other ethnic participants include employees coming from many cultures such as Madura, Bugis, Banjar, Minahasa, Bima, Melayu, Melanesia, Batak, and Manado. Measurements were taken using general self-efficacy scale (GSES) and flourishing scale (FS). Data analysis used simple linear regression. This study showed that GSE was strongly able to predict flourishing ($B=0.601$; $p<0.01$) with 36.2%. Other results showed that flourishing had a correlation with age ($r = 0.210$; $p<0.05$) and GSE ($r = 0.595$; $p<0.01$), however ethnic ($r = -0.173$; $p>0.05$) and gender ($r = -0.126$; $p>0.05$) had no correlation with flourishing. It means that only age and GSE had a relationship with flourishing.

Keywords: Employees, Flourish, Self-efficacy

1 INTRODUCTION

Employees who grow are termed employees with high flourishing. That is, they are individuals who are able to interpret their life experiences with positive feelings (Seligman 2012). For employees, work is a means of preaching. Thus, the values of everyone who works in its work as worship must be carried out with full responsibility and accepted sincerely (Rosa *et al.* 2020).

The purpose of positive psychology is flourishing, namely, identifying and nurturing talents, potentials, and developing strengths, as well as helping people to live more productive and meaningful lives. Flourishing is an individual's ability to have involvement, meaning, relationship, and achievement as subjective and objective components in him. This explanation can illustrate that flourishing is not just in the mind. Employees who have flourishing will work effectively because individuals and teams develop and make positive contributions (Effendy & Subandriyo 2017). In line with that, it is also known that the internal conditions of individuals, such as emotions and self-concept affect their mental health (Masturah 2018).

Previous research on 258 secondary school teachers in Gauteng, South Africa, showed that high flourishing in the workplace will increase the fit between individuals and the

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environment, improve employee performance, and increase organizational citizenship behavior, but at the same time, it will reduce their intention to quit (Rothmann *et al.* 2019). This is supported by Osaki's study of 50,000 people in Japan who have *ikigai* (the meaning of life) are more likely to have jobs and better levels of education than those who do not (Mogi 2017).

Meanwhile, research conducted on 4,493 adult men showed flourishing is a form of mental health that is influenced by self-efficacy, where low self-efficacy turned out to be a good predictor of low mental health and high self-efficacy was a good predictor for mental health is also high (Bavojdan *et al.* 2011).

The ability of humans to change their circumstances in a positive direction and master the challenges of life makes a major contribution to the achievement of mental health (Bandura 1997). This ability is termed general self-efficacy (GSE). That is, the individual's belief in being able to handle a variety of challenging and new tasks, and competently manage stressful situations. Being able to cope with unexpected situations and achieve desired results in the face of challenges creates positivity, self-confidence, resilience, satisfaction, and a sense of accomplishment in a person (Luszczynska *et al.* 2005). Self-efficacy plays an important role in psychological adjustment, psychological problems, physical health, and behavior change strategies that are guided professionally and independently (Maddux 2000).

Another study related to the need for self-efficacy that is generally owned by individuals in growing is a study of 366 elementary and junior high school teachers in Italy. This study resulted in a partial mediating effect of self-efficacy for each group of teachers. As distance learning difficulties during COVID-19 can affect stress perception, improving transverse skills, such as self-efficacy, could better equip teachers to deal with stressful situations in their work (Rabaglietti *et al.* 2021).

The aim of the study was to determine the effect of GSE on flourishing in adults. So, this study is expected to give an overview of that. When adults flourish, they need to know that inner strength is what makes it happen.

2 METHOD

This research was a quantitative approach with a cross-sectional study design. It means the participants are measured for outcome and exposure at the same time. This research used accidental sampling. Participants in this research were 35 men employees and 84 women employees. The range of participant age was 18–53 years old with the majority being 25 and 29 years old as many as 13 participants. Participants in this research were 63 Javanese employees, 26 were multicultural, and 30 employees were of other ethnicities. Other ethnic participants include employees coming from many cultures like Madura, Bugis, Banjar, Minahasa, Bima, Melayu, Melanesia, Batak, and Manado. GSE was measured by the general self-efficacy scale (GSES) Indonesian version adapted from (Novrianto *et al.* 2019). The scale was 10 items on unidimensional with a reliability was 0.832. There were four responses for it with a range from *not at all true* to *exactly true*. Flourishing was measured by *Flourishing Scale* (FS) with 8 items adapted from (Diener *et al.* 2010) with a reliability was 0.85. There were seven responses for it with a range from *strongly disagree* to *strongly agree*. Data analysis used simple linear regression.

3 RESULT

The participants of this research were 119 employees. This study showed that the GSE was strongly able to predict flourishing ($B = 0.601$; $p < 0.01$) with 36.2% effectiveness. Then, Table 1 showed the detail.

Table 1. Regression.

Variable	B	R ²	F	p
GSE	0.601	0.362	66.313	<0.001

Dependent: Flourishing.

The additional result showed in Table 2 that flourishing had a correlation with age ($r = 0.210$; $p < 0.05$) and GSE ($r = 0.595$; $p < 0.01$); however, ethnicity ($r = -0.173$; $p > 0.05$) and gender ($r = -0.126$; $p > 0.05$) had no correlation with flourishing.

Table 2. Correlation matrix.

Variable	1	2	3	4
1 Gender	1.000			
2 Ethnic	0.097			
3 Age	-0.103	0.002		
4 GSE	-0.180	0.120	0.071	
5 Flourishing	-0.126	-0.173	0.210*	0.595**

* $p < 0.05$; ** $p < 0.01$.

4 DISCUSSION

The findings in this study are shown in Table 1 that there is a strong relationship between GSE and flourishing with 36.2% effectiveness. A significant positive relationship between GSE, psychological, and functional aspects of well-being was found in a study of 279 students (Kvarme *et al.* 2009). Another similar study conducted on 4,493 adult men showed that low self-efficacy was a good predictor of low mental health and high self-efficacy was a good predictor of high mental health (Bavojdan *et al.* 2011). In addition, a study conducted on 300 employees in a manufacturing organization in Turkey found that self-efficacy has a more positive effect on job satisfaction, task performance, and citizenship behavior when trust in the organization is high (Ozyilmaz *et al.* 2018).

Self-efficacy in general can be grown and learned. This consists of the dimensions of level, generality, and strength. The level dimension refers to an individual's belief in their ability to complete tasks at different levels of difficulty. Each individual has a different perception of the level of difficulty of a task. The generality dimension relates to the wide range of areas of behavior in which individuals feel confident in their abilities. Individuals can rate themselves as efficacy in a series of activities or only in certain areas. The strength dimension relates to the strength of an individual's belief in his abilities. A high strength value describes his determination in the face of various obstacles to complete the given task (Bandura 1997; Ivtzan *et al.* 2018; Monteiro *et al.* 2020).

Results showed that flourishing had a correlation with age and GSE. In line with others that mentioned the effect of age on flourishing (Cruz *et al.* 2019; Keyes & Westerhof 2012; Momtaz *et al.* 2016; Schotanus-Dijkstra *et al.* 2016). This study is also in line with a meta-analysis of 40 studies consisting of 33 population cohorts that identified older adults who received health care services and were found to be at greater risk of having lower GSE than those who did not. In addition, older adults who received acute hospitalization were more likely to have lower GSE than those who received outpatient or periodic controls. This

impacts on poorer health-promoting behaviors (Whitehall *et al.* 2021). This means that GSE in adults does not only have an impact on their mental health. However, it also affects their physical health.

Meanwhile, previous research mentioned the effect of gender on flourishing (De La Fuente *et al.* 2020; Ertac & Tanova 2020; Seyranian *et al.* 2018), and effect of ethnicity on flourishing (Jankowiak 2013; Keyes 2007; Said 2020). This is different from the results shown in Table 2 that there is no correlation between flourishing with gender and ethnicity.

5 CONCLUSION AND IMPLICATION

GSE can predict flourishing. Then, age and GSE have a relationship with flourishing, but ethnicity and gender have no relationship with flourishing. It means that GSE could be determined individual flourish. On the other side, flourishing can relate to individual age. Therefore, people need to increase their GSE for being flourish. They can do that with try hard for the best result, straight for the goals, having a coping ability, thinking of a solution, and handling anything in a good way. They will also flourish with maturity. Future research can be exploring others' personalities and/or external situations to increase flourishing.

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