

## **The Effect Of Flourishing And Self-Efficacy On Work Productivity With Happiness Work As A Moderation**

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### **ABSTRACT**

This study aims to investigate the influence of individual development encompassing positive physical, emotional, psychological, and social aspects (flourishing), as well as individual beliefs in their ability to succeed in performing job tasks (self-efficacy), on work productivity, with work happiness as a moderating variable. Work happiness is measured as the level of satisfaction and happiness individuals feel towards their work. The Structural Equation Modeling method is employed in this research with the assistance of Smart PLS software. The analysis results indicate that both flourishing and work happiness have significant direct impacts on work productivity. Additionally, work happiness moderates the relationship between flourishing and work productivity as well as between self-efficacy and work productivity. These findings suggest that paying attention to and enhancing individual conditions in various positive aspects and increasing work happiness can directly enhance work productivity. Work happiness can also strengthen the relationship between flourishing and work productivity, as well as between self-efficacy and work productivity, highlighting the importance of psychological and emotional factors in achieving optimal productivity levels in the workplace. These findings provide important contributions for human resources practitioners and organizational management in designing policies and strategies to create a positive work environment, support individual development, boost self-confidence, and promote work happiness as a key factor in enhancing productivity and company performance.

Keywords: flourishing, self-efficacy, work productivity, and work happiness

## INTRODUCTION

The development of Indonesian workers is often discussed regarding the wages received are not equivalent to work productivity. The accusation is irrational because it does not provide specifics from what industry sector is being measured. When productivity is increased, the Job Creation Law actually breaks sectoral salaries. Even though the sectoral salary system can produce positive indicators of productivity. The results of survey data per 2020 say that the number of companies in ASEAN is 13,458 and Indonesia is included in it with 614 companies, the results of the data say that Indonesia is still lagging behind the problem of factory productivity, Indonesia occupies a position below Malaysia, Laos, Vietnam, Thailand, Singapore, and the Philippines. This is also supported by data presented by the Asian Productivity Organization (APO) per year 2020 in the ASEAN region, Indonesia still occupies a position below Singapore, Brunei Darussalam, Malaysia and Thailand. Productivity is encouraged to have a significant relationship with sectoral wages and it should not be abolished because sectoral wages can increase and motivate workers. Then when viewed from Indonesia's Gross Domestic Product (GDP) is still quite low compared to neighboring countries in ASEAN. This is because most workers in Indonesia currently 60% have inadequate education. Workers in Indonesia are still limited in terms of skills so it is very difficult to increase productivity and competition.

According to data presented by data from the Ministry of Manpower (Kemnaker), labor productivity in Indonesia has increased in the past five years. Labor productivity is between products / services through labor used, which can be done individually or in groups and which can be done in a certain unit of time. The ratio reflects the large contribution of labor in economic activity. Data from the calculation of national labor productivity conducted by the Ministry of Manpower shows the results that in 2018 the amount of Indonesian labor productivity can reach 82.56 million per workforce and per year. Then in 2020 Indonesia's productivity results decreased, this happened because Indonesia also experienced the Covid-19 pandemic. However, in the following year Indonesia slowly began to recover and the number of labor productivity improved and reached 86.55 million workers, and if calculated using the cumulative method, Indonesia experienced an increase and increase of 4.8% for the period 2018 to 2022.

According to (Thalibana, 2022) Productivity is the relationship between how much results are given and the material needed to produce these results. Work productivity is also important for the success of a business, and also reflects the ethos of performance that can be seen through a good attitude. (Wahyuningsih, 2019). Having sophisticated productivity will have a very positive impact on the company and for employees, especially for their well-being.

There are still many Indonesian workers who do not attach importance to the meaning of work productivity because they think that if they have high wages, they will get good work productivity. But to get a high wage in essence is to have good work productivity. According to (Wau, 2022) Work productivity is a production result that can provide value and in accordance with the standards to be achieved with it must be able to utilize existing resources as efficiently as possible. To increase work productivity, there needs to be motivation to employees. Work motivation is an encouragement that provides a positive spirit for someone to get structured work results (Laoli & Ndraha, 2022).

Measurement of work productivity is an achievement of the performance results of an employee that has an impact on positive or negative directions. However, the occurrence of errors in measuring work productivity is not right due to several factors. Some factors that cause errors in productivity measurement are vagueness of job descriptions, incomprehension of employees about the expected performance of the company, inaccuracy of performance measurement, and indifference of company leaders.

### Framework Think

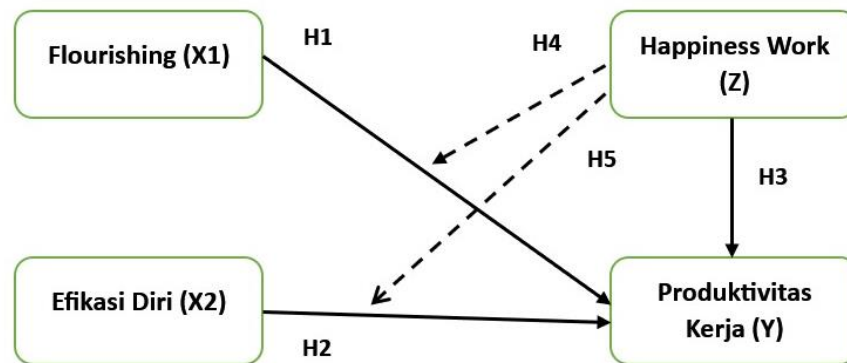


Figure 1. Framework Thinking

From the research model above, it can be seen that flourishing and self-efficacy are the right variables because the pair of variables plays a role in work productivity variables and happiness work as moderation variables because it plays a role in influencing work productivity variables. This conceptual framework discusses the impact of flourishing and self-efficacy on work productivity, while reviewing the role of moderation of happiness in the context of work. First, flourishing, which signifies the positive development of individuals in various aspects of life, including at work, is believed to increase performance and satisfaction at work. Then, self-efficacy, or an individual's belief in his or her ability to achieve goals, is considered to have a significant influence on work productivity levels. Finally, happiness work, as a moderating variable, is thought to affect the relationship between flourishing, self-efficacy, and work productivity. Taking these elements together, this study aims to explore how these variables relate to each other in the context of the work environment.

### Hypothesis

#### Flourishing Relationship to Work Productivity

In research conducted by (Rezeki, 2023); (Yusrin & Kurniaty, 2023) stated that Flourishing (X1) has a significant effect on Work Productivity (Y), while in research (Sutrisno et al., 2023) the comparison reverses by stating that Flourishing (X1) has no effect on Work Productivity (Y). Flourishing Make some employees encouraged to have positive thoughts to achieve maximum work results. Based on previous studies, more states that Flourishing on Work Productivity is more influential, so than that H<sub>1</sub> can be formed, namely Flourishing has the potential to affect Work Productivity.

### **The Relationship of Self-Efficacy to Work Productivity**

In research conducted by (Putri, 2023);(Auna et al., 2023) stated that Self-Efficacy (X2) had a significant effect on Work Productivity (Y), while in the study (Damayanti, Agnes, 2022) it was compared to turning around by stating that Self-Efficacy (X2) had no effect on Work Productivity (Y). Self-efficacy helps encourage employees to try to overcome challenges to improve efficient work outcomes. Based on previous studies, more states that Self-Efficacy on Work Productivity is more influential, then than that it can be formed H<sub>2</sub>, namely Self-Efficacy has the potential to affect Work Productivity.

### **The Relationship of Work Happiness to Work Productivity**

In research conducted by (Wau, 2022); (Mustofa & Prasetyo, 2020) stated that Happiness Work (Z) has a significant effect on Work Productivity (Y), while in research (Economic, 2021) it is compared to reverse by stating that HappinessWork (Z) has no effect on Work Productivity (Y). Happiness Work is a very important thing that will have a positive impact on productivity, well-being, and overall life satisfaction. Work happiness is also not only important for individual well-being, but can also contribute to better productivity, good performance in a company. Based on previous studies, more states that Self-Efficacy on Work Productivity is more influential, then than that it can be formed H<sub>3</sub>, namely Happiness Work has the potential to affect Work Productivity.

### **The Relationship of Happiness Work to Flourishing**

In research conducted by (Fadhillah, 2023); (MARDIAH, 2019) stated that Flourishing (X1) had a significant effect on Happiness Work (Z), while in research (Harahap, 2021) it was compared to turning around by stating that Flourishing (X1) had no effect on Happiness Work (Z). Flourishing is needed in the company because positive psychology will have an impact on a company or organization. Based on previous studies, more states that Flourishing on Happiness Work is more influential, so than that it can be formed H<sub>4</sub>, namely Flourishing has the potential to affect Happiness Work.

### **The Relationship of Happiness Work to Self-Efficacy**

In research conducted by (Lomban et al., 2023);(Locus et al., 2023) that Happiness Work (Z) had a significant effect on Self-Efficacy (X2), while in research (effendi et, 2023) it was compared to turning around by stating that Happiness Work (Z) had no effect on Self-Efficacy (X2). Happiness Work greatly affects the level of performance, because if employees do their work happily, then the results will be very satisfying because it is based on feelings of happiness. Based on previous studies, more states that Happiness Work on Self-Efficacy is more influential, then than that it can be formed H<sub>5</sub>, namely Happiness Work has the potential to affect Self-Efficacy.

## **LITERATURE REVIEW**

According to Sulaeman in (Nursaumi et al., 2022) Productivity is a key factor in the business and organizational world, because high levels of productivity can contribute to operational efficiency, growth, and sustainability of a company. Productivity is a very important element to support the success of a business. Advanced productivity will provide benefits for both the

company and employees. Companies and employees have a sense of mutual responsibility in a company striving to increase its productivity. To increase productivity, companies need employee training and development because with good quality, it will help correct shortcomings and as a means of honing their abilities in order to get maximum results in doing a job. In a company, human resource management is wrong about what is important with recruitment, selection, productivity, job satisfaction, compensation and other diversity. Productivity can usually be estimated by comparing outputs with inputs in a process or organization. To increase productivity companies and employees usually have to focus on efficiency in using resources, improving the quality of products or services, and increasing effectiveness in a business process. A good understanding of productivity and efforts to improve can go a long way toward achieving a larger goal. High productivity can help reduce costs, increase profits, and give companies an edge.

### **Flourishing**

Human development is concerned with the intention to achieve essentially satisfying goals, such as overcoming difficulties or immersing oneself in activities and relationships. Human resources are the main provision and important asset for a company, but from the number of human resources whose capacity is quite a lot is not a guarantee that a company can be managed properly and correctly. It requires a work environment that has professionalism, skills and expertise that has the ability to achieve organizational targets and goals effectively and efficiently. Flourishing is needed in organizations because positive psychology will have an impact on a company or organization. According to (Ridha Ahmad.A 2022),n.d.) is someone who enjoys a process in achieving a life target. Flourishing can be achieved by utilizing the variety of resources available, minimizing the adverse effects that will occur, strength, and being satisfied with the results achieved. The essence of flourishing is a positive psychology that has a good impact on each individual and those around us. The definition of "flourishing" can vary depending on the situation, but basically, the term refers to a person's state of growth, development and achieving a sustainable success.

### **Self - Efficacy**

Employees who work well will certainly make a very large contribution to the company. The ability of employees is closely related to the results of the level of knowledge, skills and competencies and can affect the success of a company to achieve the goals of a company. Self-efficacy can also be illustrated by the level of confidence a person has in using his ability to overcome challenges, obstacles, and to achieve success in all aspects of life.

Self-efficacy is a dynamic concept, which can be interpreted to change over time. Essentially, self-efficacy helps encourage individuals to try to overcome challenges, which can essentially improve achievement, quality of life, and success. This concept is particularly important in many fields, including education, psychology, and management, where strong self-efficacy is associated with good performance outcomes.

Self-efficacy, also known as some social cognitive theories, or social reasoning theories, refers to an individual's belief that he or she is capable of carrying out a task. Efficacy is related to living habits with the principles of integrity, humility, loyalty, self-limitation,

courage, justice, patience, craft, simplicity and politeness that should be developed from within to outside (Meria & Tamzil, 2021). Meanwhile, according to (Rijanti et al., 2020) is the belief in a person's ability to carry out a task or complete a job in there.

### **Work Productivity**

In an agency or company should be obliged to motivate employees by providing rewards, for example to make an employee become more eager to increase work productivity. In addition to providing positive actions, companies are also responsible for giving direction to employees in using time effectively and efficiently. The quality of employee work is needed in achieving the company's vision and mission, but it must be commensurate with the expertise and ability of employees in the company which is supported by facilities and infrastructure in supporting work productivity.

Work productivity can determine how efficient and effective a person or a group is in completing a task or job that is owned within a specified period of time. The level of labor productivity varies greatly depending on the industry, work performed and other indicators. High productivity is desirable in many situations, including businesses and organizations, because it contributes to growth, profitability, and operational efficiency.

According to (Wibowo, 2018) Work Productivity is the result of a production that produces selling value produced by some individuals or groups who are focused on considerations between inputs and outputs with performance actions as efficiently as possible. A very important factor in determining labor productivity is the mental health condition of employees.

### **Happiness Work**

Humans are social creatures who need each other. This means that a person must be bound to each other in doing something. This can be related to how a person relates well to his boss who supports each other fellow workers. Happiness Work greatly affects the level of performance, because if employees do their work happily, then the results will be very satisfying because they are based on feelings of happiness according to (Juliandi & Amdanata, 2023). Apart from that, factors that can affect happiness at work with positive relationships with fellow colleagues, having achievements or goals achieved, having a comfortable work environment, getting compensation from the success of a job, and having good health will have an impact on producing happiness at work (Wibowo, 2018).

Work happiness is a very important thing that will have a positive impact on productivity, well-being, and overall life satisfaction. Work happiness is also not only important for individual well-being, but can also contribute to better productivity, good performance in an organization. Many organizations today do not care about the importance of creating a happy work environment and employee well-being.

### **METHOD**

Research methods are approaches or schemes used to collect data, analyze information, and produce facts in a case study. Research methods can relieve researchers in designing to carry out a study in a systematic and organized way.

This research is to use a quantitative approach that utilizes correlation research that will prove the influence of independent variables (flourishing) on dependent variables (work productivity) Descriptive analysis techniques and regression analysis are used for this research data analysis technique. In this study, the population used is private employees who work in a company. Based on the results of the data questionnaire obtained, there are 150 employees working at the company.

The data collection method using a research questionnaire is prepared based on indicators of each variable studied, respondents' answers use a Likert Scale of one to five consisting of strongly disagree (1), disagree (2), neutral (3), agree (4), and strongly agree (5). The purpose of using the Likert Scale is to quantify the quality of the variables studied, so that they can be tested using statistics. This study consists of 4 variables that make up the Structural Equation Modeling (SEM) research model.

### Data Analysis Technique

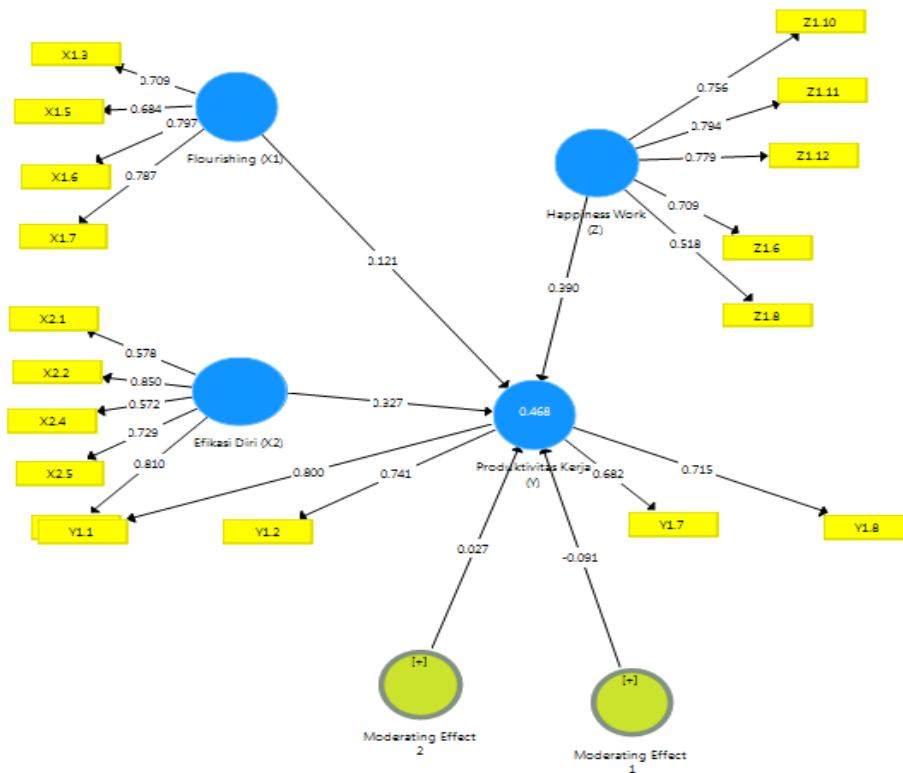
Partial Least Square (PLS) analysis combined with variance-based Structural Equation Modeling (SEM) is an approach used in research data analysis to test hypotheses and model relationships between variables. PLS-SEM is a method that combines PLS with SEM to address various aspects of data analysis (Andini, 2020). The following characteristics of descriptive statistical respondents can be seen in table 1 below.

**Table 1. Statistics Descriptive Research Data**

No	Variable Study	Minimum	Maximum	Average
1.	Flourishing	1	5	3.35
2.	Self Efficacy	1	5	3.95
3.	Work Productivity	1	5	4.20
4.	Happiness Work	1	5	4.29

Partial Least Squares (PLS) is a statistical analysis method used in various fields, including Structural Equation Modeling (SEM). This method is used to identify relationships between variables in SEM, especially when the data has a high number of independent variables, model complexity, or abnormal distribution.

**RESULTS AND DISCUSSION**



**Figure 2. Outer Model Algorithm Results**

In testing the value of Average Variance Extracted (AVE) is one of the measures used data, construct analysis (construct) in the context of Structural Equation Modeling (SEM) or factor analysis. AVE measures the extent to which the variance of the measurement variable (item) used to measure a construct can be explained by the construct itself. Each construct of the latent variable will have a value above 0.5 or greater than 0.5 because the expected AVE value in this study is more than 0.5, for more details AVE results can be seen in table 2 below:

**Table 2. Reliability and EVE values**

Construct Reliability and Validity	Cronbach's Alpha	rho_A	Composite Reliability	AVE
<i>Flourishing</i>	0.737	0.756	0.833	0.557
<i>Self - Efficacy</i>	0.765	0.826	0.838	0.514
<i>Happiness Work</i>	0.763	0.790	0.790	0.516
<i>Work Productivity</i>	0.726	0.742	0.825	0.541

In this study, *T Statistics* and *P Values* were used to test the hypothesis. If the *T Statistics* value is more than 1.96 and the *P value* is less than 0.05, the hypothesis is considered accepted. The following are the results of *Path Coefficients* direct and indirect influences:



**Table 3. Path Coefficients**

Hypothesis	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	Decision
<i>Happiness Work -&gt; Work Productivity</i>	0.390	0.380	0.078	4,997	Accepted
<i>Flourishing -&gt; Work Productivity</i>	0.327	0.334	0.075	4,385	Accepted
<i>Self Efficacy -&gt; Work Productivity</i>	0.121	0.132	0.064	1,882	Rejected
<i>Happiness Work-&gt; Flourishing</i>	0.091	0.092	0.080	1,142	Rejected
<i>Efficacy Self -&gt; Happiness Work</i>	0.027	0.036	0.074	0.371	Rejected

From the results above, it can be explained that the biggest influence is on the variable Happiness Work on Work Productivity with a value of 4.997, the second influence is Flourishing on Work Productivity with a value of 4.385, and not the biggest influence first is the variable Efficacy on Work Productivity with a value of 1.882, the second influence is the moderation variable Happiness Work on Flourishing with a value of 1.142 the effect of the third variable Self-efficacy on moderation Happiness Work. Based on the results above, it can be concluded that all models of this variable have a positive Path Coefficient value. It is known if the greater the value of the Path Coefficient so that the results will be stronger to have an effect.

This test is carried out to determine whether it is feasible or not by looking at the results of the research to be studied:

**Table 4. Coefficient Determination**

Variable	R Square	R Square Adjusted
Productivity Work	0.468	0.450

The R-Square table above is used to see how much influence Flourishing and Self-Efficacy have on work productivity with Happiness Work as moderation. Based on the table data above, there is an R Square value of 0.450. This value shows that about 45% of work productivity can be explained by a combination of independent variables such as flourishing, self-efficacy and work happiness. There are several other factors that can affect work productivity in addition to the variables that the researchers chose in this research model.

Analyze this more related with connection between variable latent. Researcher can identify and test connection cause and effect between variable latent in a number of model Calculation coefficient track (path coefficient) between variable latent, which describes to what extent one variable influence variable other. Objective from this analysis is for understand connection in research and testing models hypothesis about the extent of the relationship this significant:

“Influence Flourishing and Self Efficacy to Work Productivity with Happiness Work as Moderator”

Model 1 : Work Productivity = 0.390 + Self Efficacy and Work Happiness = 0.327

Model 2 : Flourishing = 0.091 + Self -Efficacy I and Work Happiness = 0.027

## CONCLUSION

The results of the discussion from the research that has been studied show that Flourishing when associated with Happiness Work does not provide significant results. For Flourishing on Work Productivity if linked does not provide significant results, while Self-Efficacy on Work Productivity if linked to provides significant results. While Happiness Work on Work Productivity will provide significant results. This research itself definitely has shortcomings that need to be corrected in subsequent studies, the direct experience that researchers have gained from this study shows that there are some limitations that researchers must be aware of as they develop their research.

As a result of the research that has been done, some recommendations that can be put forward are to improve the accuracy of the research data, the study sample should be taken even more, observe and assess any changes in respondent behavior over time through continuous research and it is expected that there are additional variables that may influence many aspects of this study.

However, it is necessary remembered that results study This Possible very depending on the method research, sample used, and context specific where the research is This done Other factors such as culture company, environment work , and characteristics Individuals can too play role important in connection between variables this.

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