

The Relationship Between Psychological Well-Being and Organizational Commitment of Market Employees

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Abstract. Organizational commitment is a measure of an employee's willingness to stick with a company in the future. An employee's organizational commitment can be influenced by various factors: the work environment, the psychological well-being of employees, and the company's existing regulations. The purpose of this study is to find out whether there is a relationship between psychological well-being and organizational commitment in Transmart Kupang employees. This research employs a quantitative technique with correlational methods. The population of this study consist of all Transmart Kupang employees, totaling 80 people. Data was obtained using a psychological well-being scale and an organizational commitment scale. The data was analyzed using a Pearson correlation test with the help of the SPSS application. The results of the person correlation test showed a sig. $0.000 < 0.05$, which indicates that there is a relationship between psychological well-being and organizational commitment in Transmart Kupang employees.

Keywords: *psychological well-being, organizational commitment, employees*

Abstrak. Komitmen organisasi merupakan ukuran kesediaan karyawan untuk bertahan dengan sebuah perusahaan di waktu yang akan datang. Komitmen organisasi seorang karyawan dapat dipengaruhi oleh berbagai faktor: lingkungan kerja, kesejahteraan psikologis karyawan, dan peraturan yang ada pada perusahaan. Tujuan dari penelitian ini adalah mengetahui apakah ada hubungan antara kesejahteraan psikologis dengan komitmen organisasi pada karyawan Transmart Kupang. Penelitian ini menggunakan teknik penelitian kuantitatif dengan metode korelasional. Populasi yang digunakan dalam penelitian ini yaitu seluruh karyawan Transmart Kupang yang berjumlah 80 orang. Data diperoleh dengan menggunakan skala kesejahteraan psikologis dan skala komitmen organisasi. Data dianalisis menggunakan uji korelasi Pearson dengan bantuan aplikasi SPSS. Hasil uji korelasi person menunjukkan nilai sig. sebesar $0,000 < 0,05$ yang mengindikasikan bahwa terdapat hubungan antara kesejahteraan psikologis dan komitmen organisasi pada karyawan Transmart Kupang.

Kata kunci: *kesejahteraan psikologis, komitmen organisasi, karyawan*

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Introduction

A company will grow if it has good employees; they can be a vital driving asset for the company. According to Abadi and Latifah (2016), employees are a supporting factor in a company, because if the employees have company qualification standards, the company's productivity will be maintained and increased. One of the factors that can affect employee performance or work performance is organizational commitment (Sapitri & Suryalena, 2016). Gul (2015) explained that employees who have a high organizational commitment to the company tend to produce better performance than expected.

Transmart Carrefour Kupang Department Store is one of the retail sector's departments that operates its business. Transmart Department Store Carrefour Kupang has 80 employees as a driving resource for the company, which is divided into 3 units: fashion, beauty, and kids' city. As a company that employs many employees, it is essential to maintain a strong organizational commitment to ensure a positive and mutually beneficial work environment. Based on the initial interview conducted with the manager of the Department Store of Transmart Carrefour Kupang, it was found that several phenomena related to organizational commitment, for example, employees do not comply with the company's policies related to attendance and punctuality of entering work, some employees choose to resign and do not continue the employment contract, and the level of concern between fellow employees decreases, for example the lack of cooperation and desire to help between employees. Attendance Problems for Transmart Kupang employees are also supported by existing attendance data, which shows that in 2023, the attendance percentage was at 94% and did not achieve maximum attendance. The researcher also made observations and found that there were employees who did

not carry out their duties properly, for example, they were not informative to customers and left the counter during working hours.

According to Kaswan (2017), organizational commitment is the willingness of employees to stay with the company in the future. Employees must have a strong commitment to continuing to work in the company, a willingness to work diligently to get the job done, and a desire to remain there. Newstorm (in Wibowo, 2015) also states that employees who have a commitment to an organization usually have a good attendance record and are loyal to the company's policies, so the employees will have a good and positive reputation, employees will be given the opportunity to be promoted one day in the company. Organizational commitment is characterized by loyalty to the organization, an intention to remain in the organization, implementing the values and goals of the organization, and the willingness to fully contribute to the organization (Yusuf & Syarif, 2018).

Employee organizational commitment is influenced by psychological well-being, differences in individual characteristics, organizational leadership styles, individual empowerment, organizational support, and organizational justice (Meyer, 2016). The researcher made psychological well-being the focus of the study because it is an important aspect for organizations, as every employee requires stability and a good work environment. A good psychological state and healthy mentality can have a significant impact on both employee and organizational productivity. Another reason for the selection of this variable is based on the results of interviews with Transmart Kupang employees, which indicate that there are problems related to psychological well-being in the form of heavy workload, high target fulfillment, and limited vacation time, which is once a month, often makes employees feel burdened so that they are uncomfortable at work.

Prasetyo (2017) explained that when individuals work with happy and positive feelings without feeling burdened, they will know how to create a work atmosphere that can maximize their performance and make them satisfied at work. Alandete (2015) explained that psychological well-being is a condition felt by

individuals in relation to the meaning of their life when they can accept themselves, are able to control the environment, have positive relationships with others, develop personal potential, and autonomy. According to Harter, et al. (2002), from the perspective of psychological well-being, when the employees have positive feelings, this indicates the healthy mental state of employees and later will be able to produce happier and more productive employees. Happy and positive feelings, as well as the presence of self-well-being, will make employees more committed to the company.

This indicates a connection between psychological well-being and organizational commitment. Based on research conducted by Malik (2021), there was a positive and significant relationship between psychological well-being and organizational commitment. Another study conducted by Pratama and Izzati (2021) also states that there is a connection between psychological well-being and organizational commitment, the higher the psychological well-being, the higher the organizational commitment, and conversely, the lower the psychological well-being, the lower the organizational commitment.

Psychological well-being problems that affect organizational commitment can occur anywhere, including at the Department Store Transmart Carrefour Kupang, which employs many employees. Based on the existing problems, the researcher is interested to researching the relationship between psychological well-being and Organizational Commitment to Transmart Kupang Employees to prove whether there is a relationship between psychological well-being and organizational commitment problems experienced by Transmart Kupang employees.

Method

This research is a type of quantitative study, employing a correlation method to examine the relationship between psychological well-being and employee organizational commitment. The research location is in Transmart Kupang, with a research period from June to July 2024. The sample in this study is all Transmart

Kupang employees totaling 80 people. The sampling technique in this study is non-probability sampling with total sampling technique. The sampling technique uses total sampling because the population size is less than 100. The data collection technique in this study employs a questionnaire method to obtain data. The questionnaire will be distributed to 80 respondents who are employees at Transmart Kupang.

The instrument used in this study is a questionnaire comprising the Ryff Psychological Well-being Scale, translated by Andayani, and a scale of organizational commitment by Ingarianti. The Psychological Well-being Scale and the Organizational Commitment Scale have undergone the item selection stage using Aiken's V content validity coefficient. After the validity test of Aiken's V, it was found that 42 items on the psychological well-being scale and 40 items on the organizational commitment scale had an Aiken's V index > 0.78 , so it is valid for use. A reliability test was also carried out and both scales were declared reliable to be used with a value of Cronbach's Alpha the Ryff of Scales Psychological Well-Being of 0.869, and the Organizational Commitment Scale of 0.938.

The data will be analyzed using the Smirnov Kolmogorov normality test to see if the existing data follows a normal distribution pattern, with a value criterion above 5% or 0.05, so that the data can be said to have a normal distribution, but if the significance value is less than 0.05, the distribution is abnormal. Linearity tests were carried out in two ways, namely from the results of linearity values and deviation from linearity to obtain information on whether there is a relationship between the two variables. Testing will be carried out using the SPSS application. Furthermore, a hypothesis test will be carried out using person correlation analysis to test whether the proposed hypothesis is acceptable or not. The correlation coefficient can be used to interpret whether the relationship between variables is strong, with the following terms of interpretation of the correlation coefficient: 1) Strong 0.50-1.00, 2) Medium 0.30-0.49, 3) Weak 0.10-0.29.

Results

The study sample consisted of 80 people with 45 women (56.25%) and 35 men (43.75%). Based on the categorization of psychological well-being, it was found that most of the employees were in the category of medium psychological well-being with the number of employees as many as 61 people (76.25%), followed by high as 14 people (17.5%) and low as 5 people (6.25%). The results of the categorization of organizational commitment also showed that as many as 56 people (70%) were in the medium category, 14 people (17.5%) were in the high category, and 10 people (12.5%) were in the low category.

Normality Test and Linearity Test

The results of the normality test on psychological well-being with organizational commitment can be seen in the following table:

Table 1.

Kolmogorov-Smirnov test

Non-Standard Residue	
Asymp. Sig. (2-tail)	0,085

Based on the results in Table 1, , the data is distributed normally with sig. $0.085 > 0.05$. Furthermore, the results of the linearity test of psychological well-being with organizational commitment are as follows:

Table 2.

Linearity Test

			Sum	Square			
			Squared	Df	Average	F	Sig.
Commitment	<i>Intergroup</i>	<i>(Combined)</i>	15381.083	37	415.705	3.500	.000
Organization*		<i>Linearity</i>	9049.687	1	9049.687	76.187	.000

Psychological	Deviation from	6331.397	36	175.872	1.481	.110
Well-Being	Linearity					
	In a Group	4988.867	42	118.783		
	Entire	20369.950	79			

Based on the linearity test above there is a linear connection between the independent variable and the bound variable indicated by the sig value. Linearity $0.000 < 0.05$ or can be seen from the sig value. deviation from linearity $0.110 > 0.05$.

Hypothesis Test

Table 3.

Pearson Correlation Test

			Organizational Commitment
Psychological	Well-	Pearson	.667
Being		Correlation	
		Sig. (2-tail)	.000
		N	80

Based on the Pearson Correlation Test above, there is a significant relationship between psychological well-being and organizational commitment as shown by the sig value. $0.000 < 0.05$ and has a positive relationship form and has a strong relationship level that corresponds to the R interpretation table expressed with an R value of 0.667.

A categorization calculation was conducted to determine the category into which the organizational commitment and psychological welfare of Transmart Kupang employees fall. Based on the results of the categorization calculation, it is known that the number of Transmart Kupang employees who have a low level of psychological well-being is 5 people (6.25%), as many as 61 people (76.25%) who have a moderate level of psychological well-being, and as many as 14 employees who have a high level of psychological well-being. Additionally, as many as 10

employees (12.5%) exhibited a low level of organizational commitment, 56 employees (70%) had a moderate level of organizational commitment, and 14 employees (17.5%) had a high level of organizational commitment.

Table 4.

Categorization of Psychological Well-Being in Transmart Kupang Employees

Categorization	Total	Percentage
Low	5	6,25%
Medium	61	76,25%
High	14	17,5%
Total	80	100%

Table 5.

Categorization of Organizational Commitment to Transmart Kupang Employees

Categorization	Total	Percentage
Low	10	12,5%
Medium	56	70%
High	14	17,5%
Total	80	100%

Discussion

The results showed a significant relationship between psychological well-being and organizational commitment, with a correlation value of 0.667 with a significant value of $0.000 < 0.05$ so that it can be concluded that there is a positive and strong relationship between psychological well-being and organizational commitment. It means that if the psychological well-being is higher, then the organization's commitment also becomes higher, and if the psychological well-being is lower, then the organization's commitment also becomes lower. A strong connection exists between changes in psychological well-being and clear, consistent changes in organizational commitment, where psychological well-being is often

closely linked to job satisfaction. When employees experience psychological well-being, they are more likely to feel satisfied and committed with their jobs.

The average level of organizational commitment and psychological well-being found in this study falls within the medium category. This indicates that respondents have a sufficient level of psychological well-being and organizational commitment, although not optimal. Their commitment to the organization exists, but it is not emotionally or normatively strong. Meyer and Allen (1997) stated that organizational commitment has three aspects. The first aspect, namely affective commitment, refers to a commitment that individuals have related to someone's feelings or emotions. The second aspect, namely the commitment to continuity, is a commitment related to the considerations individuals have regarding profits and losses when they leave their organization. The third aspect, namely normative commitment, is related to moral principles. Individuals will feel that they have fulfilled their responsibilities within an organization.

According to Ryff (2014), psychological well-being consists of six dimensions: self-acceptance, personal growth, life goals, positive relationships with others, autonomy, and mastery of the environment. Individuals with good psychological well-being can effectively optimize positive responses regarding acceptance, potential to grow, good relationships with other individuals, autonomy, being able to master the environment according to their needs and desires, and having a life goal that can encourage individuals to self-actualization. Individuals who have high psychological well-being are characterized by having a positive self-perception, being open to new experiences, realizing their potential, and engaging in continuous self-evaluation. Meanwhile, individuals who have low psychological well-being are characterized by resignation to circumstances, difficulty managing daily activities, inability to change or improve the quality of the surrounding environment, and powerlessness to control their environment. If these dimensions have not developed optimally, then the psychological well-being and commitment of the organization will fall into the medium category.

A research study conducted by Meyer (2016) shows that individuals with high psychological well-being will also have high organizational commitment. This is because the individual feels that they have many new relationships and can establish good relationships with others. Additionally, individuals often feel an obligation to fulfill their duties as a member of an organization.

Research conducted by Ariva, et al. (2023) indicates a positive relationship between psychological well-being and organizational commitment. Employees who have high psychological well-being tend to be better human resources in a company because they can behave positively, are optimistic, do not give up easily, and able to solve problems so that organizational commitment arises (Sari and Darmastuti, 2022). Employees who have positive feelings show good mental health, which makes employees happier and more productive at work (Harter, et al. 2002). Another study conducted by Jain & Cooper (2009) shows that if a person has good self-acceptance, can establish good relationships with other individuals in his environment, he is able to determine what his life goals are, and has self-confidence in his potential will be able to influence the individual to have a high organizational commitment.

This study demonstrates a strong positive relationship between psychological well-being and organizational commitment, indicating that companies should implement policies that support psychological well-being, such as work-life balance programs, stress management training, and the provision of psychological support, including employee counseling, to enhance their employees' organizational commitment.

Conclusion

Based on the results of this study, psychological well-being is positively related to organizational commitment to Transmart Kupang employees. This is demonstrated by the results of data analysis conducted using the Pearson correlation test, which is expressed with the value of $\text{sig. } 0.000 < 0.05$ and an R value

of 0.667, which means that there is a significant relationship between psychological well-being and organizational commitment, and has a positive form of relationship, as well as having a substantial degree of relationship.

The level of psychological well-being among Transmart Kupang employees can be classified as medium, with 61 employees out of 80 people (76.25%). The level of organizational commitment in Transmart Kupang employees can be classified as medium, where employees with medium categorization amounted to 56 out of 80 people (70%). The study's results indicated that the level of organizational commitment was correlated with the level of psychological well-being. It means that if the psychological well-being is higher, then the organization's commitment also becomes higher, and if the psychological well-being is lower, then the organization's commitment also becomes lower.

Suggestions

The employee must maintain their psychological well-being by maintaining a balance between work and personal life, managing stress effectively, and focusing their thoughts on positive things. Suggestions for companies include creating programs or activities that support or improve the psychological well-being of employees, accompanied by initiatives that also increase organizational commitment among company employees. For the next researcher, it is recommended to conduct more in-depth research related to psychological well-being and organizational commitment, utilizing various research methods such as qualitative research. Additionally, it is expected to conduct research using a larger and more diverse sample. Researchers can also conduct research using other variables related to psychological well-being and organizational commitment and investigate the influence of these variables to determine their impact.

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