

THE EFFECT OF GRATITUDE ON THE SUBJECTIVE WELL-BEING OF EMPLOYEES AT THE CLASS IIB STATE DETENTION CENTER IN PACITAN



^{1*}Titho Aldyansyah, ²Padmono Wibowo

^{1,2}Program Studi Manajemen Kemasyarakatan, Politeknik Pengayoman – Indonesia

e-mail:

^{1*}tithoaldyansyah@gmail.com (*corresponding author*)

²padmonowibowo@gmail.com

ABSTRACT

This study aims to examine the effect of gratitude on the subjective well-being of employees at the Class IIB State Detention Center in Pacitan. Using a quantitative survey approach, data were collected from all employees through validated and reliable measurement scales, and analyzed using simple regression techniques. The findings indicate that gratitude has a positive influence on employees' subjective well-being. Employees who demonstrate higher levels of gratitude tend to experience greater happiness, life satisfaction, and overall psychological well-being. This suggests that positive emotional attitudes play an important role in supporting mental health within the correctional work environment. In conclusion, fostering gratitude among employees can contribute to improved well-being and a more positive organizational climate. Therefore, it is recommended that detention centers implement mental development programs that encourage the practice of gratitude as part of efforts to enhance employee welfare and performance.

Keywords: *Gratitude; Subjective Well-Being; Employee; State Detention Center*

INTRODUCTION

The State Civil Apparatus plays a very important role in the sustainability of a country's government system. ASN is responsible for implementing policies, organizing state administration, and providing quality public services. Law Number 20 of 2023 concerning ASN emphasizes that ASN must have competence, integrity, and professionalism in carrying out its duties. However, the dynamics of ASN employment show that there are quite complex challenges. Based on ASN statistical data for 2024, although the overall number of ASN has increased due to the addition of Government Employees with Work Agreements (PPPK) formations, the trend in the number of Civil Servants has actually decreased significantly, reaching only 3,655,685 people in 2024. This decline raises concerns about excessive workload, especially in government sectors that are still dominated by civil servants.

One sector that has been significantly affected is correctional institutions, including State Detention Centers. Correctional officers not only carry out administrative duties, but also have responsibility for the guidance, supervision, and rehabilitation of prisoners. The job demands high mental resilience due to the high risk, continuous work pressure, and direct interaction with individuals who have complex legal backgrounds. High workloads without being balanced with adequate psychological strengthening strategies can reduce employee well-being, both physically and psychologically.



Source: bkn.go.id, 2025

Figure 1
Graph of ASN Violation Trends

The problem of employee welfare can also be seen from the increasing number of violations committed by ASN. Data from the State Personnel Agency (BKN) shows that

over the past three years, the number of serious disciplinary violations has continued to increase. In 2021 there were 1,112 cases, rising to 1,123 cases in 2022, and again increasing to 1,245 cases in 2023. Of the total violations in 2022, 991 cases have been sanctioned, 29 ASNs were dishonorably discharged, 38 were not proven, and 67 are still in process. These violations include absenteeism without a valid reason, support for a candidate pair in the election, spreading hate speech, and spreading radical intolerant content. The high number of violations strengthens the indication that many ASNs face psychological stress and job dissatisfaction that is not resolved systemically. In the correctional environment, the issue of psychological well-being is becoming an increasingly relevant issue to study. Law Number 22 of 2022 concerning Corrections emphasizes the importance of a correctional orientation based on restorative justice, respect for human rights, and social reintegration of prisoners. To achieve these goals, correctional employees are required to have strong mental and emotional capacity. If the subjective well-being of employees is low, the process of fostering prisoners will be disrupted, and the risk of deviant behavior among officers increases.

Based on data from the Corruption Eradication Commission (KPK) recompiled by DataIndonesia.id in 2024, central government agencies, such as ministries and institutions, are the sector with the highest number of corruption cases, reaching 40 cases. This figure is higher than corruption cases that occurred in SOEs, provincial governments, and district / city governments. This fact shows that there are still systemic weaknesses in strengthening integrity and internal control, including in correctional institutions. Therefore, it is important to further examine the internal factors of individuals, such as psychological aspects, which can serve as a shield from the possibility of deviant behavior. One approach that has developed in the study of positive psychology is the concept of subjective well-being, which is defined as an individual's assessment of his or her quality of life, both from the cognitive (life satisfaction) and affective (ratio of positive and negative emotions) aspects. According to Diener (1994), subjective well-being is the main indicator in assessing a person's overall happiness and quality of life. This component of well-being is influenced by various factors, including social relationships, mental health, life goals, and personal values. In the context of work, subjective well-being has been shown to have a positive correlation with work motivation, loyalty, and employee productivity.

Research conducted by Page and Vella-Brodrick (2009) states that a supportive work environment and recognition of individual contributions can improve employees' subjective well-being. One psychological variable that has a close relationship with subjective well-being is gratitude. Gratitude as an attitude of appreciating the positive things that individuals have, can increase life satisfaction, strengthen interpersonal relationships, and reduce stress and anxiety. In the long run, gratitude can create psychological resilience and increase employee adaptability in the face of work pressure. Kurnianita's research (2018) shows that there is a significant positive relationship between gratitude and subjective well-being, even in individuals who have entered retirement. Another study also showed that teachers who have a high level of gratitude tend to have better subjective well-being, despite working in a challenging environment. However, until now there are very few studies that examine the relationship between gratitude and subjective well-being in the context of work in correctional institutions, which is a work environment with high levels of stress.

Gratitude is believed to be a psychological mechanism that strengthens employees' resilience to constant work pressure, as well as improving the quality of social relationships in the workplace. In risky work environments such as correctional

institutions, gratitude can be an internal resource that helps individuals stay focused, calm and motivated. In addition, gratitude can also strengthen a positive organizational culture, encourage cooperation between personnel, and reduce the potential for internal conflict.

Tabel 1
Reward and Punishment Rutan Kelas IIB Pacitan Year 2024

Period	Reward	Punishment
First Quarter 2024	2 employees	17 employees
Second quarter 2024	2 employees	
Third quarter 2024	2 employees	18 employees
4th quarter 2024	2 employees	

Source: Data processed by the author from the staffing data of Pacitan Class IIB Detention Center.

One important aspect of human resource management in the ASN environment is the implementation of a reward and punishment system. At the Pacitan Class IIB State Detention Center, for example, awards are given every three months to exemplary employees and service ambassadors, while sanctions are given periodically according to the type of offense. Data from 2024 shows that there is an imbalance between the number of rewards and punishments. In the first and third quarters, only two employees received rewards, while 17 and 18 employees received punishments, respectively. This imbalance shows that most employees have not met the expected performance standards. According to Su, Hodson, and Realo (2024), appropriate rewards can increase individual gratitude and have direct implications for work motivation and well-being.

Based on this background, this study aims to empirically examine the effect of gratitude on the subjective well-being of employees at the Pacitan Class IIB State Detention Center. This study is expected to fill a gap in the literature that has been limited in studying positive psychology in correctional settings. In addition, the findings of this study are expected to make a real contribution to the development of human resource management strategies that are oriented towards improving employee welfare and organizational efficiency. A healthy, harmonious and appreciative work environment will support the creation of a more humane and effective correctional system.

Considering the enormous challenges faced by correctional employees, gratitude is one of the psychological approaches worth developing in order to improve their mental resilience and subjective well-being. Systematic and structured application of gratitude can build a positive work culture that supports integrity, loyalty and sustainable performance. Therefore, this study focuses on the relationship between gratitude and subjective well-being of employees, with the hope that the results can be used as a reference in the formulation of employee management policies in correctional institutions more thoroughly and sustainably.

LITERATURE REVIEW

Research by Sarkar (2022) explored the relationship between gratitude and subjective well-being in university students through a study of 110 respondents from various higher education institutions in West Bengal, India. Using the Gratitude Questionnaire-6 (GQ-6) and the Satisfaction with Life Scale (SWLS), the results showed a significant positive relationship between the level of gratitude and subjective well-being. Gratitude is seen not just as a momentary emotion, but as a positive character trait that can be developed

through certain habits and practices. This study reinforces previous findings by Bono and McCullough (2006) and Chan (2010), which state that expressions of gratitude can improve quality of life and individual satisfaction, especially among college students who are vulnerable to mental health disorders. These results suggest that gratitude-based psychological interventions can be an effective strategy in supporting college students' mental well-being and resilience. This study has similarities with my research, which both aim to reveal the effect of gratitude on subjective well-being, although there are differences in the characteristics of respondents and sampling locations.

Gratitude Theory

Gratitude is an emotional condition characterized by an individual's awareness of the existence of goodness in his life and the recognition that this goodness, at least in part, comes from outside himself (McCullough et al., 2002). In positive psychology, gratitude is considered a character strength that encourages individuals to appreciate life experiences more, increase positive affect, and strengthen social relationships (Watkins, 2014).

Watkins et al. (2003) identified three main dimensions of gratitude: sense of abundance, appreciation for others, and simple appreciation. These three dimensions together form a mindset that values life, builds positive emotions, and strengthens one's psychological resilience in the face of life's pressures.

In organizational contexts, including high-stress work environments such as detention centers, gratitude can help individuals balance perceptions of external pressures and build internal emotional resilience. Consistent gratitude practices, such as recording things to be grateful for on a daily basis, have been shown to increase subjective well-being and decrease symptoms of stress and burnout (Emmons & McCullough, 2003; Peng et al., 2022).

Theory of Subjective Wellbeing

Subjective well-being is defined as an individual's cognitive and affective evaluation of their life (Diener, 1984; Diener et al., 2009). Cognitive aspects include satisfaction with life in general and in certain aspects (such as work), while affective aspects consist of the frequency of positive and negative emotions that individuals feel in daily life.

The level of subjective well-being is strongly influenced by various factors, including personality, social support, economic conditions, and physical and mental health (Diener et al., 1998). Individuals with predominantly positive emotions tend to have higher levels of well-being than those who often experience negative emotions. In addition, strong interpersonal relationships are also an important support in maintaining subjective well-being, especially in a challenging work environment.

High subjective well-being not only impacts personal happiness, but also improves job performance, job satisfaction, and employee engagement in the organization. In the context of agencies such as detention centers, employees with good subjective well-being will be better able to provide services with empathy and high professionalism.

The Relationship between Gratitude and Subjective Wellbeing

Gratitude has a significant influence on subjective well-being. Individuals who tend to be grateful show higher levels of positive emotions and lower negative emotions, thus having a direct impact on improving their psychological well-being (Wood et al., 2010). Gratitude helps individuals to appreciate the positive aspects of their lives, including in stressful situations such as work in correctional institutions.

Various studies have shown that gratitude acts as a psychological protective factor against job stress and burnout. Masykur and Dinardinata (2021) revealed that gratitude contributes to strengthening interpersonal relationships, increasing the meaning of work, and managing negative emotions. In addition, Mutaqin and Fajari (2022) added that gratitude in the work environment also encourages prosocial behavior that can strengthen solidarity between employees.

Framework of Thinking

The framework is used by researchers as a diagram that shows the various concepts that will be examined by researchers. With a diagram related to the concept of research, it is hoped that research can achieve its goals. In this study, researchers will examine the effect of gratitude on the subjective well-being of employees at Pacitan Class IIB Detention Center. The following is a framework for thinking from research which is described through a diagram:



Figure 2
Framework of Thinking

Source: data processed by the author, 2025

METHOD

This study uses a quantitative correlational approach that aims to determine the relationship between gratitude and subjective well-being of employees at the Pacitan Class IIB State Detention Center (Rutan). The quantitative approach allows for objective data analysis, while the correlational design is used to measure the strength of the relationship between two variables. The population in this study were all employees of the Pacitan Class IIB Detention Center, totaling 58 people, so the total sampling technique was used. This technique is used so that the entire population is used as a research sample, given the relatively small number and can be fully reached.

The research instrument used consists of two scales, namely the gratitude scale and subjective well-being. Gratitude was measured using the Gratitude Resentment Appreciation Test - Short Form (GRAT-SF) from Watkins et al. (2003) which has been modified into 26 items. Meanwhile, subjective well-being was measured through the combined Flourishing Scale (FS) and Scale of Positive and Negative Experience (SPANE), modified into 28 items. Both used a four-point Likert scale, ranging from Strongly Disagree (1) to Strongly Agree (4). Instrument validity was tested using Pearson correlation, while reliability was tested with Cronbach's Alpha, with $\alpha > 0.6$ indicating good reliability.

Data collection techniques were conducted through questionnaires and literature studies. The data were analyzed using the help of SPSS software version 25. Normality test was conducted first with the Kolmogorov-Smirnov method to ensure normal data distribution. Next, a simple linear regression analysis was conducted to determine the effect of gratitude on subjective well-being, with a significance level of 5% ($\alpha = 0.05$). The determination test was also used to determine how much gratitude contributes to explaining variations in employees' subjective well-being.

RESULTS AND DISCUSSION

The data in this study were collected through distributing questionnaires to all employees working at the Pacitan Class IIB State Detention Center. The number of samples in this study was 58 people, which was determined using a total sampling technique considering the relatively small population and could be reached thoroughly. Before distributing the main questionnaire, the researcher first tested the validity and reliability of the research instrument. This test aims to ensure that each item in the questionnaire is able to measure the constructs of gratitude and subjective well-being appropriately, consistently, and reliably in the context of a specific work environment.

The validity and reliability test analysis was carried out with the help of IBM SPSS software version 25. The validity test was carried out using Pearson correlation analysis, with the basis for decision making that the statement is considered valid if the value of r count is greater than r table at the 5% significance level. While the reliability test is carried out using the Cronbach's Alpha method, where an instrument is declared reliable if it has an α value greater than 0.6. The test results show that all items in the gratitude scale and subjective well-being scale have validity and reliability values that meet the criteria, so the instrument is declared suitable for use for the main data collection in this study.

Validity Test

From the r -table, the number 0.254 is obtained. The results of the Validity Test using the SPSS program are processed and presented in the following table.

Table 2
Validity Test of Variable X

Item	r Count	r Table	Description
X1	0,427	0,254	Valid
X2	0,514	0,254	Valid
X3	0,405	0,254	Valid
X4	0,344	0,254	Valid
X5	0,353	0,254	Valid
X6	0,439	0,254	Valid
X7	0,526	0,254	Valid
X8	0,679	0,254	Valid
X9	0,449	0,254	Valid
X10	0,444	0,254	Valid
X11	0,646	0,254	Valid
X12	0,674	0,254	Valid
X13	0,652	0,254	Valid
X14	0,354	0,254	Valid
X15	0,573	0,254	Valid
X16	0,366	0,254	Valid
X17	0,568	0,254	Valid
X18	0,574	0,254	Valid
X19	0,639	0,254	Valid
X20	0,456	0,254	Valid
X21	0,648	0,254	Valid
X22	0,564	0,254	Valid
X23	0,573	0,254	Valid
X24	0,678	0,254	Valid
X25	0,525	0,254	Valid
X26	0,642	0,254	Valid

Source: SPSS Primary Data (processed by the author), 2025

From the table 2, it is concluded that all statement items for Variable X (Gratitude) are valid because the r-count for all items is greater than the r-table.

Table 3
Validity Test of Variable Y

Item	r Count	r Table	Description
Y1	0,800	0,254	Valid
Y2	0,816	0,254	Valid
Y3	0,861	0,254	Valid
Y4	0,844	0,254	Valid
Y5	0,862	0,254	Valid
Y6	0,796	0,254	Valid
Y7	0,507	0,254	Valid
Y8	0,786	0,254	Valid
Y9	0,684	0,254	Valid
Y10	0,752	0,254	Valid
Y11	0,591	0,254	Valid
Y12	0,821	0,254	Valid
Y13	0,778	0,254	Valid
Y14	0,692	0,254	Valid
Y15	0,769	0,254	Valid
Y16	0,721	0,254	Valid
Y17	0,807	0,254	Valid
Y18	0,868	0,254	Valid
Y19	0,857	0,254	Valid
Y20	0,848	0,254	Valid
Y21	0,847	0,254	Valid
Y22	0,739	0,254	Valid
Y23	0,728	0,254	Valid
Y24	0,781	0,254	Valid
Y25	0,765	0,254	Valid
Y26	0,880	0,254	Valid
Y27	0,769	0,254	Valid
Y28	0,816	0,254	Valid

Source: SPSS Primary Data (processed by the author), 2025

From this table 2, it is concluded that all statement items for variable Y are valid, because the r-count for all items is greater than the r-table.

Reliability Test

By using the SPSS program, the following data was obtained:

Table 4
Reliability Test Results

<i>Reliability Statistic</i>		
Variable	Cronbach's Alpha	N of Items
Gratitude	0,889	26
Subjective Wellbeing	0,975	28

Source: SPSS Primary Data (processed by the author), 2025

Based on this table, :

- Obtained a number $0.889 > 0.6$, thus it can be concluded that all items on the Gratitude variable (X) are reliable.
- Obtained a number $0.975 > 0.6$, thus it can be concluded that all items on the Subjective Wellbeing variable (Y) are reliable.

Normality Test

The normality test in this study was carried out on residual data using the One sample Kolmogorov-Smirnov Test method through the SPSS version 25 application, with the aim of ensuring that the data was normally distributed as a condition of regression analysis. This test was chosen because of its ability to detect deviations between the empirical distribution of residuals and the theoretical normal distribution, especially in moderate sample sizes such as this study. The test results show a significance value (Asymp. Sig. 2-tailed) of 0.200, which is greater than the significance limit of 0.05, so it can be concluded that the residual data is normally distributed.

In addition to statistical tests, visual observation through histograms also shows a distribution pattern that resembles a normal curve (bell-shaped), which further strengthens that there is no violation of the normality assumption in the regression model. With the fulfillment of this assumption, the regression model used can be considered feasible, and further analysis can be carried out without bias due to abnormal data distribution. The test results are presented in the following table.

Table 5
Normality Test Results

<i>One-Sample Kolmogorov-Smirnov Test</i>		
		Unstandardized Residual
N		58
Normal Parameters ^{a,b}	Mean	0,0000000
	Std. Deviation	6,20225840
Most Extreme Differences	Absolute	0,101
	Positive	0,073
	Negative	-0,101
Test Statistic		0,101
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source: SPSS Primary Data (processed by the author), 2025

Based on the normality table, the significance value of the normality test is $0.200 > 0.05$, so the data is declared normally distributed and can be used for further analysis.

Simple Linear Regression Test

Regression tests are used to analyze the relationship between two or more variables. This study uses simple linear regression to determine the effect of Gratitude (X) on Subjective Wellbeing (Y). The test results are displayed as follows.

Table 6
Simple Linear Regression Test Results

Model	Coefficients ^a				t	Sig.
	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta			
1 (Constant)	16,708	8,076			2,069	0,043
Gratitude	0,935	0,087	0,821		10,756	0,000

a. Dependent Variable: Subjective Wellbeing

Source: SPSS Primary Data (processed by the author), 2025

Based on the results of the simple linear regression test displayed in the table, the regression equation is obtained: $Y = 16.708 + 0.935X$, where X is gratitude and Y is subjective well-being. The regression coefficient of 0.935 is positive, which means that there is a unidirectional relationship between the two variables. That is, each increase of one unit of gratitude will increase subjective well-being by 0.935 units. Thus, it can be concluded that the higher the level of gratitude possessed by employees, the higher the subjective well-being they feel at the Pacitan Class IIB State Detention Center.

Significance Test

Significance test is used to determine the effect of the gratitude variable on the subjective well-being of employees at Pacitan Class IIB Detention Center. The analysis was conducted using SPSS with data from a standardized questionnaire. The test results show that gratitude has a significant effect on subjective well-being. Gratitude is understood as an attitude of appreciating the positive things in life, while subjective well-being reflects an individual's perception of happiness and life satisfaction. This finding confirms the important role of gratitude in improving employee well-being in stressful work environments.

Table 7
Significance Test Results

<i>ANOVA^a</i>						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4529,479	1	4529,479	115,681	.000 ^b
	Residual	2192,677	56	39,155		
	Total	6722,155	57			

a. Dependent Variable: Subjective Wellbeing

b. Predictors: (Constant), Gratitude

Source: SPSS Primary Data (processed by the author), 2025

Based on the Significance Test Results Table, the results of data processing using SPSS show that gratitude has a significant effect on the subjective well-being of employees at Pacitan Class IIB Detention Center, with a significance value of 0.000 ($p < 0.001$) and F count of 115.681. This confirms that the regression model built has strong predictive ability, where most of the variation in subjective well-being can be explained by gratitude. The higher the gratitude of employees, the higher the level of subjective well-being felt. This finding reinforces the important role of gratitude as a psychological factor in creating a healthy work environment, especially in stressful correctional institutions. Therefore, workplace gratitude enhancement programs are recommended as a psychosocial intervention strategy to improve employees' mental well-being and productivity.

Determination Test

Determination test is used to determine how much the independent variable is able to explain the dependent variable. This test is important because it provides an objective picture of the effectiveness of the regression model used. Through the R Square value, researchers can accurately assess the contribution of the independent variables to the variation in the dependent variable. The test results are shown in the following table.

Table 8
Determination Test Results

<i>Model Summary</i>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.821 ^a	0,674	0,668	6,257

a. Predictors: (Constant), Gratitude

Source: SPSS Primary Data (processed by the author), 2025

The results of the Determination Test show that gratitude has a very significant effect on the subjective well-being of employees at Pacitan Class IIB Detention Center, with an R Square value of 0.674. This means that 67.4% of the variation in subjective well-being can be explained by the gratitude variable, while the rest is influenced by other factors outside this study. The Adjusted R Square value of 0.668 indicates that the regression model used is very good and has minimal bias, so it is worth generalizing. This finding reinforces the theory that gratitude is one of the key factors in improving well-

being, especially in stressful work environments such as correctional institutions. Therefore, the development of gratitude enhancement programs in the work environment is highly recommended as a strategy to support employees' mental wellbeing.

CONCLUSIONS AND SUGGESTIONS

Based on the results of the study, gratitude has a positive and significant influence on the subjective well-being of employees at the Pacitan Class IIB State Detention Center. This finding shows that the higher the level of gratitude that employees have, the higher the level of subjective well-being they feel. An attitude of gratitude has been shown to increase happiness, life satisfaction and psychological health, even in stressful correctional work environments. Thus, gratitude can be an important factor to consider in efforts to improve employee well-being. In line with these results, it is recommended that the Pacitan Class IIB Detention Center develop mental development programs and psychological training that encourage gratitude, such as mindfulness training, self-reflection, and sharing positive experiences between employees. Employees are also expected to actively practice gratitude in their daily lives, both inside and outside the work environment, to strengthen their subjective well-being. In addition, for future researchers, it is recommended to add other variables that have the potential to affect subjective well-being, such as social support, work stress, or workload, as well as expand the scope of research in various correctional units to obtain a more comprehensive picture.

REFERENCES

- Aydin, N. (2012). A grand theory of human nature and happiness. *Humanomics*, 28 (1), 42-63. <https://doi.org/10.1108/08288661211200988>
- Chan, D. W. (2010). Teacher burnout revisited: Introducing positive intervention approaches based on gratitude and forgiveness. *Educational Research Journal*, 25(2), 165-186.
- Deng, Y., Xiang, R., Zhu, Y., Li, Y., Yu, S., & Liu, X. (2019). Counting blessings and sharing gratitude in a Chinese prisoner sample: Effects of gratitude-based interventions on subjective well-being and aggression. *Journal of Positive Psychology*, 14 (3), 303-311. <https://doi.org/10.1080/17439760.2018.1460687>
- Diener, E. (1984). Subjective well-being. *Psychological Bulletin*, 95 (3), 542-575. <https://doi.org/10.1037/0033-2909.95.3.542>
- Diener, E. (1994). Assessing subjective well-being: Progress and opportunities. *Social Indicators Research*, 31 (2), 103-157. <https://doi.org/10.1007/BF01207052/METRICS>
- Diener, E. (2009a). Assessing Well-Being. *The Collected Works of Ed Diener*. Springer, 101-102. <https://doi.org/10.1007/978-90-481-2354-4>
- Diener, E., Oishi, S., & Lucas, R. E. (2009). Subjective Well-Being: The Science of Happiness and Life Satisfaction. *The Oxford Handbook of Positive Psychology*, (2nd Ed.). <https://doi.org/10.1093/OXFORDHB/9780195187243.013.0017>
- Emmons, R. A., & McCullough, M. E. (2003). Counting blessings versus burdens: An experimental investigation of gratitude and subjective well-being in daily life. *Journal of Personality and Social Psychology*, 84 (2), 377-389. <https://doi.org/10.1037/0022-3514.84.2.377>
- Galtung, J. (2008). Toward a grand theory of negative and positive peace: Peace, security, and conviviality. *A Grand Design for Peace and Reconciliation: Achieving Kyosei in*

- East Asia, 90-106. <https://doi.org/10.4337/9781781953051.00014>
- Lakey, B., & Orehek, E. (2011). Relational regulation theory: A new approach to explain the link between perceived social support and mental health. *Psychological Review*, 118 (3), 482-495. <https://doi.org/10.1037/a0023477>
- Lin, C. C., & Yeh, Y. C. (2014). How gratitude influences well-being: a structural equation modeling approach. *Social Indicators Research*, 118 (1), 205-217. <https://doi.org/10.1007/s11205-013-0424-6>
- Mutaqin, M. F. T., & Fajari, L. E. W. (2022). Importance of Subjective Well-Being and Character Strength for Equality Education at the Prison. *International Journal of Asian Education*, 3 (2), 154-159. <https://doi.org/10.46966/ijae.v3i2.289>
- Page, K. M., & Vella-Brodrick, D. A. (2009). The "what", "why" and "how" of employee well-being: A new model. *Social Indicators Research*, 90 (3), 441-458. <https://doi.org/10.1007/S11205-008-9270-3/METRICS>
- Peng, J., Xiao, Y., Zhang, J., Sun, H., Huang, Q., & Shao, Y. (2022). Benefits of counting blessings in basic psychological needs satisfaction and subjective well-being of prisoners. *Psychology, Crime and Law*, 28 (2), 198-213. <https://doi.org/10.1080/1068316X.2021.1905814>
- Proctor, C. (2023). Subjective Well-Being (SWB). *Encyclopedia of Quality of Life and Well-Being Research*, 6952-6956. https://doi.org/10.1007/978-3-031-17299-1_2905
- Purwohedi, U. (2022). *Research Methods: Principles and Practice*. Retrieved from <https://openlibrary.telkomuniversity.ac.id/home/catalog/id/180567/slug/metode-penelitian-prinsip-dan-praktik.html>
- Ryan, R. M., & Deci, E. L. (2000). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. *American Psychologist*, 55 (1), 68-78. <https://doi.org/10.1037/0003-066X.55.1.68>
- Şimşek, Ö. F. (2009). Happiness revisited: Ontological well-being as a theory-based construct of subjective well-being. *Journal of Happiness Studies*, 10 (5), 505-522. <https://doi.org/10.1007/s10902-008-9105-6>
- Su, Y., Hodson, L., & Realo, A. (2024). From Rewarding to Motivating: Is Gratitude both Self-Enhance and Self-Growth Oriented. and the Good Life: Toward a Psychology of Appreciation, 1-259. <https://doi.org/10.1007/978-94-007-7253-3/COVER>
- Watkins, P. C., & Scheibe, D. (2017). Gratitude. *Subjective Well-Being and Life Satisfaction*, 210-229. <https://doi.org/10.4324/9781351231879-10>
- Watkins, P. C., Woodward, K., Stone, T., & Kolts, R. L. (2003). Gratitude and happiness: Development of a measure of gratitude, and relationships with subjective well-being. *Social Behavior and Personality*, 31 (5), 431-452. <https://doi.org/10.2224/SBP.2003.31.5.431>
- Wood, A. M., Froh, J. J., & Geraghty, A. W. A. (2010). Gratitude and well-being: A review and theoretical integration. *Clinical Psychology Review*, 30 (7), 890-905. <https://doi.org/10.1016/j.cpr.2010.03.005>
- Zumrotin, T. (2020). The Relationship between Self Regulation and Happiness in Female Quran Memorizers at Al-Fityan School Aceh Dormitory. *Reposistory UIN Ar-Raniry*, (July), 1-23.