

Is Happiness important? Optimizing Happiness at Work among Female Correctional Officer

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Abstract

Happiness at work is a central issue that needs to be investigated within the scope of work psychology, especially as a means for building positive characteristics of female correctional officers both individually, family and institutions. 170 female correctional officers in four correctional institution (prison) at Jakarta were involved in this study. Quantitative approach was used in this study. The aims of this study are first, testing psychometric properties of work happiness measurement tools on the Oxford Happiness Questionnaire and Work Happiness Scale. Second, identifying factors that predict Work Happiness in Women's Correctional Officers. Third, test the differences in work happiness in terms of work units. The results of the multiple linear regression analysis using the stepwise model show that the psychosocial climate safety and work engagement variables contribute 33.7% to work happiness, with a value of $R = 0.581$, $F = 40,445$, $p < 0,001$. Furthermore, the model shows that the score of work engagement in predicting work happiness is 0.710 and the score of psychosocial safety climate in predicting work happiness is 0.274. These result will be discuss further in this article.

Keywords: Happiness at Work, Correctional Officer, Female

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Introduction

Working prison officials are high-risk workers, each day they face possible problems within their institutions. Gillan (2001) explains that most prisons have characteristics of hostile inmates, strict shift changes and often must be prepared for overtime work. These high-risk conditions create an interesting field of study for human growth in the workplace. Research on correctional officers is important because several decades of ongoing research on negative-oriented perspectives and problems in organizational behavior and disciplines of human resource management have not

resulted in a better understanding of optimal human strength and individual growth in the workplace (Luthans, Youssef & Avolio , 2007).

The research team has also conducted previous research and found negative problems that lead to work stress experienced by correctional officers (Prihatsanti, Ratnaningsih & Prasetyo, 2013). Based on these problems, the researchers wanted to conduct research on work happiness for female correctional officers. Reducing stress is one of them is by increasing the happiness someone feels. Happiness is one of the measuring constructs in the field of psychology. The Development of positive psychology in the new millennium era has led to the emergence of various kinds of psychological research publications with the theme of happiness. Seligman (2002), one of the founders of the flow of positive psychology, defines happiness as an emotional charge and positive activity. The concept of happiness is expressed by Oishi and Koo (2008), happiness is a latent construct that is generally indicated best through the level of life satisfaction. Carr (2004) states that work is one of the domains to obtain happiness in life such as oneself, family, marriage, relationships, social, physical, work and education environment. According to Pryce and Jones (2010), individuals who have happiness in the workplace are individuals who have positive feelings at all times, thus maximizing performance and providing satisfaction in working.

Aristotle and James (in Stoia, 2015) mention that the basic purpose of human life is to get happiness. Happiness is the most important thing pursued by everyone (Fisher, 2010). In the past two decades, happiness at work has become an interesting thing for organizations (David, Boniwell, & Ayers, in Stoia, 2015). Fisher (2010) argues that happiness at work is not only about job satisfaction, but also includes work engagement, organizational commitment, and employee behavior stability both individually and in groups. Happiness at work is a positive feeling felt by individuals about the work environment (Wesarat, Sharif, & Majid, 2015), so that individuals respond and enjoy the work done (Chaiprasit & Santidhirakul, 2011). Happiness at work is when someone likes work and likes what is done at work (Stoia, 2015). Happiness at work will produce good organizational behavior, which can lead to effectiveness and achieving organizational goals (Chaiprasit & Santidhirakul, 2011).

Happiness in the workplace and the work engagement have an important role for employees and their organizations. Correctional Institutions as an institution or organization, of course, requires officers who have attachments to their work and organization so that it makes them feel at home to work in that place, able to increase work productivity (Rachmawati, 2010). Work engagement is defined as something positive which includes thoughts about relationships with work that are characterized by enthusiasm (vigor), dedication (dedication) and appreciation (absorption) in carrying out two jobs (Schaufeli & Bakker, 2004). Bakker & Leiter (2010) stated that employees who have high work engagement will show enthusiasm in working and using energy in carrying out their work optimally.

The fact is that employees who have work engagement still seem to be rarely found. Based on a survey conducted by global Towers Watson service company (quoted from towerswatson.com) it was found that as many as 26% of employees in Indonesia often leave their jobs because they are bored with the changes that occur in their organizations. While only 17% of employees who have high workload say that they feel tired of changes in their work, while the highest percentage of 35% of employees with low work engagement say the same thing. While Halim (in Ayu, Maarif & Sukmawati, 2015) found that the conditions of workers in Indonesia only 36% in the category of highly engaged. Meanwhile, 17% feel uninvolved where this can pose risks related to their productivity and performance in the company. Furthermore, as many as 23% in the category of hardly 4 engage, this is because they feel they don't get support while working. Whereas the rest are classified as separating groups.

Psychosocial safety climate (PSC) is one of the things that can affect engagement on employees. Law, et al. (2011) say that PSC is a conceptualization of job resources that can affect the psychological side and engagement with employees. If associated with the JD-R theory the model reveals that the demands of the job (job demands) and source of work (job resource) have an impact on one's health and engagement (Bakker & Demerouti, in Dollard & Bakker, 2010). Job demands or job demand affect the health of employees, while the source of work or job resource can improve work engagement on employees (Idris & Dollard, 2011). In line with Garrick's research, et al. (2014) they found that PSCs could function as a deterrent to the effects of daily work demands in their work environment. In addition, this study also found that the PSC also

moderated the relationship between recovery in work fatigue and work engagement. The same thing is expressed by Dollard and Bakker (2010) where PSC is the 7th key to overcoming work stress which is an intervention of work stress that can affect change in engagement with employees. Furthermore, Law, Dollard, Tuckey and Dorman (2011) state that PSCs are the main indicator of psychosocial threats in the work environment, for example, the demands of high employment and low resources (support, motivation) and affect psychological health and engagement with employees. The role of the company in creating a comfortable environment not only in terms of physical but also psychological aspects is very important in building employee engagement work. In addition, the creation of a comfortable environment in the company is expected to be able to provide welfare for employees, one of them is by paying attention to the psychosocial safety climate (PSC) in the organization in order to create a psychologically comfortable environment that can build employee work engagement so that the employee will always give all the best effort in him to achieve the goals of the organization. Radzaz and Bahari (2013) suggested that PSCs are believed to be potential contributors to help organizations achieve goals and can create a positive and psychologically good work environment so that these employees have psychological well-being.

In addition to PSC and work engagement, there are other factors that are thought to influence happiness at work, namely mental health and work-family. The World Health Organization / WHO (2005) defines mental health as a state of physical, mental and social well-being, as well as the absence of illness and mental disorders. WHO (2005) further broadens the focus of mental health on more positive circumstances. Mental health (WHO,2005) is a state of well-being in which individuals are aware of their own abilities, can cope with normal pressures in life, are able to work productively, and are able to contribute to society. Positive mental health is also seen as aspects which include emotions (affection / feeling), cognition (perception, thoughts, and reasoning), social functions (relationships with others and society), and coherence (feelings of meaningfulness and purpose in life). Thus, the term concerning mentally healthy will certainly touch on various aspects of human life. Mental health can affect work happiness based on what is explained by Pieper and Uden (2006), mental health is a state in which a person does not experience feeling guilty about himself, has a realistic estimate against himself and can accept his weaknesses or weaknesses, the ability to deal with problems life, have satisfaction in his social life, as well as having happiness.

Work and family are two areas where humans spend most of their time. Although different, the work and family are interdependent with each other as they both relation to the fulfillment of one's life (Guitian, 2009). Happy individuals are individuals who can build positive relationships with others, namely interpersonal relationships based on trust, empathy and strong affection (Ryff, 1989). This can be obtained from the closest people, such as colleagues, relatives, especially families (Keyes, Hysom & Lupo, 2000). Likewise in the context of work, happy employees are employees who have a positive relationship with other people, including their families. but in reality, in working life, workers often experience job conflicts, such as work that is at risk, inadequate work equipment, various demands work from superiors or colleagues, and so on. In addition they also often experience conflict family, like the debate about financial, children's, recreational, or family matters the other. The difficulty of balancing work matters and family can create work-related conflicts family (work-family conflict), therefore the definition of the family conflict work is a condition of work interferes with family life and or family matters disrupting work life which in turn can affect good performance husband or wife who works (Leaptrott & McDonalds, 2011).

Research on correctional officers in positive psychology studies is rarely done on a national or international. During this time the study of correctional officers more associated with work stress (Dowden & Tellier, 2004). For this reason, the positive construct chosen in this study is happiness, which is one of the important aspects in the study of positive organizational behavior (Nelson & Cooper, 2007). Because when workers feel happiness and calm they can produce optimal creativity and productivity. Hemsath and Yerkes (in Hirsch, 2004) suggest that there is a relationship between fun-filled work with creativity, productivity, morale, job satisfaction, customer service and other factors to produce company success. Research conducted by Mindtools (2008) found that aspects of life that turned out to be very vital for forming happiness were goals, social relationships and ways of thinking. Workers must be able to choose the right goals, relate to good colleagues, develop positive self, and develop positive thinking. Happiness at work has been proven to have an impact on success and good work outcomes (Lyubomirsky, King, & Diener, 2005; Boehm & Lyubomirsky, 2008) so that it makes happiness an important thing to develop, especially in the correctional officer. This interest in studying happiness has led researchers to design measuring devices to measure happiness. In the practice of human resource management in Correctional Institutions, this measurement of happiness can then be used as a basis in the process of further

intervention in the form of coaching or counseling for correctional officers. Based on the background research, In this study the researchers conducted several studies with several objectives, including first, testing psychometric properties of work happiness measurement tools on the Oxford happiness questionnaire and work happiness scale. Second. Identifying factors that predict happiness at work in women's correctional officers, and third test the differences in happiness at work in terms of work units prison.

Method

The research subjects were female correctional officers in prisons in the DKI Jakarta Kemenkumham area. The subjects involved were correctional officers in Cipinang class I prison, narcotics prison, Pondok Bambu Class IIA prison, and Salemba Class II A prison. The number of subjects is 170 people. The measuring instruments used were the Oxford happiness questionnaire, the work happiness scale created by the researcher, the scale of work engagement, the scale of the Psychosocial safety climate, and general health questionnaire.

Oxford happiness questionnaire made by Argyle, Martin and Crossland (Argyle, 2001) which consists of 29 items. The OHQ scale is based on aspects of Life satisfaction, joy, self esteem, calm, control and efficacy. The validity of OHQ use content validity and reliability use alpha cronbach ($\alpha = 0.764$). The example of OHQ items are "Don't feel particularly pleased with the way I am". "I am not particularly optimistic about the future". "I usually have a good influence on event".

The happiness at work scale made by researchers in this study is a psychological scale consisting of statement items compiled by researchers based on indicators of happiness from Diener & Diener (2008). This scale aims to reveal how much happiness when working is felt by an employee in the company. This scale is based on happiness indicators when working, which is that employees enjoy work, employees want to contribute to work, employees recommend their work, employees think about work, and employees do work because they get rewards from the job. The validity of items is indicated by the existence of correlation or support of total items (total score), limit can be used a minimum correlation value of 0.30. The measurement used for measuring the reliability of this research tool is Cronbach's Alpha coefficient technique. The result the reliability coefficient for the

Happiness at Work Scale is $\alpha = 0.843$. This scale consists of 22 items and the example items are “I feel it is important to take part in this institution where I work” “I like to talk about work outside office hours” “I want to work better for my company”.

UWES-9 made by Schaufeli & Bakker (2004) to measure Work Engagement. The Utrecht Work Engagement Scale (UWES) measures 3 aspects including vigor, dedication and absorption. the internal consistency –using Cronbach’s alpha ($\alpha = 0.865$). To examine the validity, UWES-9 performed confirmatory factor analysis (CFA) and the validity of items is indicated by the existence of correlation or support of total items (total score), use a minimum correlation value of 0.30. The example of UWES-9 items are “I find the work that I do full of meaning and purpose” “I can continue working for very long periods at a time”. “Time flies when I’m working”.

Work-Family Conflict Scale from Carlson, Kacmar and William (2000). The measuring instrument based on three dimensions. The first is a time-based conflict where the occurrence of a conflict caused by a time imbalance spent by each role. The next dimension is strain-based conflict which is a conflict that occurs because of tension from one role (family or work) that will create tension in other roles. Last is behavior-based conflict, namely a conflict which occurs because of the incompatibility of behavior given to one role will cause conflict in other roles. The validity of Work-Family Conflict Scale use content validity and reliability use alpha cronbach ($\alpha=0,888$). The example item of Work-Family Conflict Scale are “I am busy with work so it is difficult to fulfill family responsibilities” “I postponed work at work because of the demands of time at home” “Pressure related to family or work makes me easily angry when working”.

Psychosocial safety climate-12 Scale (Hall, Dollard & Coward, 2010), consisting of 12 items. Questionnaire encompasses four sub-scales: management commitment, management priority, organizational communication, and organizational participation. The validity of PSC-12 Scale use content validity and reliability use alpha cronbach ($\alpha=0.931$). The example items of PSC-12 scale are “In my workplace senior management acts quickly to correct problems/issues that affect employee psychological health” “Senior management show support for stress prevention” “There is good communication here about psychological safety issues which effect me”.

The General Health Questionnaire-28 is frequently used as an indicator of psychological well-being and this latter construct resembles the psychological dimension of quality of life (Goldberg and Hillier 1979, Sanderman and Stewart 1990, EURIDISS 1990, Krol et al. 1994). The GHQ as a self-report instrument was designed for detection and assessment of individuals with an increased likelihood of current psychiatric disorder (Goldberg and Hillier 1979, McDowell and Newell 1987, Goldberg and Williams 1988). The validity of General Health Questionnaire-28 Scale use content validity and reliability use alpha cronbach ($\alpha=0.775$). The example of items are “*Been feeling perfectly well and in good health?*” “*Been feeling in need of a good tonic?*” “*Been feeling run down and out of sorts?*”

Result

In this study the researchers conducted several studies with several objectives, including: 1.) Testing psychometric properties of work happiness measurement tools on the Oxford Happiness Questionnaire and Work Happiness Scale, 2.) Identifying the factors that predict Work Happiness in Women's Correctional Officers, 3 .) Test the differences in work happiness in terms of work units.

From the data collection process in the research conducted to 170 subjects of correctional officers who served in four prisons located in the DKI Jakarta Regional Office of Kemenkumham, it was found that subjects ranged in age from 19-57 years with an education level between S2-SMA. Further demographic data on the subject are described in the table below.

Table 1
 Subject Demographic data

Demographic	Category	N	Prosentase
Work Unit	Cipinang Prison Class I	44	25,9%
	Narkotika Prison	39	22,9%
	Pondok Bambu Prison	55	32,4%
	Salemba Prison	32	18,8%
Education Level	High school	55	32,4%
	D3	19	11,2%
	S1	75	44,1%
	Ners	3	1,8%
	S2	6	3,5%
	Not filling	12	7,1%
Work Period	<1 year	40	23,5%
	1-5 year	3	1,8%
	6-10 year	43	25,3%
	11-15 tahun	26	15,3%
	16-20 tahun	17	10,0%
	>20 tahun	21	12,4%
	Not filling	20	11,8%
Marital Status	married	107	62,9%
	single	47	27,6%
	widower	3	1,8%
	divorce	1	0,6%
	Not filling	12	7,1%
Age	<20 tahun	5	2,9%
	21-30 year	60	35,3%
	31-40 year	63	37,1%
	41-50 yaer	14	8,2%
	>50 year	12	9,4%
	Not filling	12	7,1%

Psychometric test of measurement of work happiness

The first step taken by researchers is knowing the reliability and validity of the work happiness scale. To find out reliability, researchers used internal consistency techniques with alpha Cronbach. The results of the calculation of the reliability coefficient for the Oxford happiness questionnaire obtained a value of $\alpha = 0.764$, and the reliability coefficient for the Happiness at Work Scale was obtained $\alpha = 0.843$. Both have values above 0.70 so that they can be said to be satisfying and have reliability in measuring the construct of work happiness.

The next step to find out the validity of the two measuring instruments the researcher used the test of construct validity, convergent-discriminant. The degree of discriminant convergent validity is identified by correlating each measurement result from the tool and then displayed in the Multi trait multi method Matrix. The type of correlation used is the product moment correlation from Pearson. This refers to the opinion of Suryabrata (Anggoro & Widhiarso, 2010) which explains that the intercorrelation between the measurement results includes the same properties measured by the same tool (monotrait-monomethod), the same properties are measured by different tools (monotrait-heteromethod), properties different is measured by the same tool (heterotrait-monomethod) and different properties are measured by different tools (heterotrait-heteromethod).

Identification of convergent-discriminant validity is done by comparing the magnitude of the correlation coefficient between the measuring instruments. The two measuring instruments namely the Oxford happiness questionnaire and the work happiness scale are scales with five answer choices that move from strongly disagree to strongly agree. The results of the correlation coefficient between the two measuring devices obtained a value of $r = 0.568$ ($p = 0,000$; $p < 0,0001$). This shows that there is an equivalent tendency on both scales. Testing the validity of the MTMM analysis has proven to be the most powerful tool for detecting trait, methods and error components in measurement (Courvoisier, et al, in Anggoro & Widhiarso, 2010). The results of the MTMM analysis in this study indicate the existence of convergent and discriminant validity in comparable measuring devices. Convergent validity is indicated by a medium monotrait-heteromethod correlation between the Oxford happiness questionnaire and the work happiness scale ($r = 568$).

Identification of predictors of Happiness at Work

In this study the researchers also tried to look for predictors that were thought to influence the happiness of the work of female correctional officers. The researcher used five measuring instruments to test the predictors of work happiness variable, the measuring instrument used was the happiness at work scale ($\alpha = 0.843$) to measure work happiness, General health questionnaire ($\alpha = 0.775$) to measure mental health, PSC-12 ($\alpha = 0.931$) to measure psychosocial safety climate, work-family conflict scale ($\alpha = 0.888$), and UWES-9 ($\alpha = 0.865$) to measure work engagement. The number of subjects involved in data analysis amounted to 162, because there were 8 subjects who did not answer the scale in full. The researcher used multiple regression analysis to see the relationship and influence between variables. According to Sugiyono (2005), regression analysis is one of the statistical techniques for measuring the correlation between two or more variables that have a causal relationship. The table below shows the results of the descriptive statistics of each variable.

Table 2
Descriptive Statistics

Variabel		Hypothetic	Empiric
Happiness at work	Minimum score	22	56
	Maximum Score	110	107
	Mean	66	85,10
	SD	14,67	8,21
Mental Health	Minimum score	12	30
	Maximum score	48	48
	Mean	30	41,30
	SD	6	3,65
Psychosocial Safety Climate	Minimum score	12	14
	Maximum score	60	59
	Mean	36	41,59
	SD	8	8,63
Work-family conflict	Minimum score	18	18
	Maximum score	90	74
	Mean	54	41,13

	SD	12	9,38
Work engagement	Minimum score	9	13
	Maximum score	45	45
	mean	27	33,46
	SD	6	4,63

Observed further from the table above, it can be seen that in general the subjects have high levels of work happiness, high mental health, perceptions of high psychosocial climate safety and high work engagement. This can be seen from the empirical mean which is higher than the hypothetical mean. While in Work-family conflict variables, subjects tend to feel lower conflict, it appears from an empirical mean that is lower than the hypothetical average. Next, the researchers calculated the correlation between predictor variables and the criterion variable namely work happiness. It can be observed from the results in the table that from the four predictor variables tested, the strongest predictor is work engagement.

Table 3
Correlation and Predictor of Happiness at Work

Variabel	Correlation	Contribution	Interpretation
Mental health & happiness work	0,321**	10,30%	Low
PSC & happiness work	0,450**	20,25%	Medium
Work family conflict & happiness work	-0,198*	3,92%	Low
Work engagement & happiness work	0,517**	26,72%	Medium

**p < 0.01 *p < 0.05

Furthermore, the researchers tried to look at the relationship model between these variables using multiple linear regression analysis with the stepwise model and obtained the following model.

$$Y' = 49,927 + 0,710X_1 + 0,274X_2$$

The model shows that the psychosocial climate safety and work engagement variables together accounted for 33.7% of happiness at work, with a value of R = 0.581, F = 40.445, p < 0.001.

Furthermore, the model shows that the weight of work engagement predict work happiness ($r=0.710$), the psychosocial safety climate predict work happiness ($r=0.274$).

Differences in Happiness at Work are reviewed from the Work Unit

The researcher further identified differences in work happiness when viewed from the work unit. The results of testing with ANOVA showed no differences in work happiness when viewed from work units ($F = 0.404, p = 0.750$). Below is a further description of the average work happiness of each work unit.

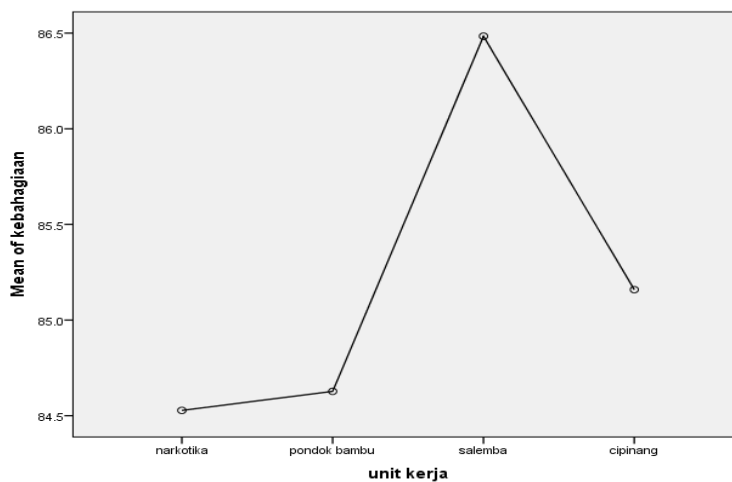


Figure 2 Differences in Work Happiness are reviewed from the Work Unit

It can be observed from the graph that, although there is no significant difference in mean scores, we can observe that correctional officers in the Salemba Prison have the highest average happiness among prison officials in three other prisons.

Discussion

One of the goals of this research is to develop instruments for measuring work happiness based on contextual approaches that are suitable for the workplace, specifically in correctional institutions. Based on the above analysis results for the Happiness at Work Scale made for correctional officers have a degree of internal consistency reliability and construct validity that is psychometrically

acceptable. The high internal consistency reliability coefficient on the scale of happiness at work constructed indicates that the scale has had satisfactory reliability, tends to be stable, and has a high level of confidence in the measurement results. Based on Happiness at Work Scale, can be known that the involvement of physical, psychological, social, or organizational aspects in a job forces employees to be able to carry out their duties to the fullest. Employees who can manage work demands will be able to work in optimal physical and psychological conditions, not easily tired in carrying out continuous work, positive psychological conditions, and have good social relations within the company. However, if employees cannot manage the demands of work properly, it will have a negative impact on the employees themselves and the company, feel tired quickly, feel stress faster in work and are less able to establish social relations within the company (Mullen & Kelloway, 2010).

The results of the study to predict predictors of happiness at work show that predictors that can predict job happiness in female correctional officers in the four prisons investigated by researchers is psychosocial safety climate (PSC). PSC is associated with low levels of psychological pressure and high employee performance. PSC can also be used as a trigger to bring up the desired employee work behavior (Hall, Dollard & Bakker, 2010) institutions need to pay attention to the psychological health climate for employees related to feeling safe and comfortable. Feelings of security and comfort felt by employees can arise when employees have a good perception of the policies, actions and procedures regulated by the institution. According to Garrick, Mak, Cathcart, Bakker and Lushington (2014) explained that PSC acts as a counterweight between work stress and work demands, so that if it is not implemented it has the potential to cause disturbances or mental stress on employees (Hall, Dollard & Bakker, 2010). This is also supported by statements from Dollard and Bakker (2010) which state the PSC is able to reduce emotional exhaustion. Dollard, Tuckey and Dormann's (2012) research says that PSC is an important target for creating a healthy and productive work environment.

Another factor result can predict happiness at work in female correctional officer, form this research is work engagement. Seligman (2002) explained that engagement of one's strengths is more important to an individual's sustained well-being. Research has been conducted on employee engagement and its impact on employee happiness. A recent study suggested that 19% of

employees are highly engaged in their work while another 19% are not engaged, leaving a large portion in the middle that are neither highly engaged or not engaged (Truss et al., 2006).

Happiness is a unique construct that consists of very strong contextual aspects (Anggoro & Widhiarso, 2010). This makes happiness at work more specific than happiness in general. Gupta's (2012) research on the importance of being happy at work found that happy individuals will tend to be more productive, as well as generate new innovative ideas. This means that there is a relationship between productivity with happiness at work ie the more individuals feel happy at work, the more productive at work. The development of individual quality by companies is called human capital (Seligman, 2002). Happiness in the workplace is an important aspect that needs to be developed in an institutional or corporate culture, but research to reveal happiness is still limited (Hossie, Willemyns, & Sevastos, 2012). Good Management of Human Resources (HR) is the capital to form positive work behavior that will lead to optimal work performance.

Individuals who feel happy will do the job wholeheartedly and give priority to material rewards (Alfarisi, 2010). This means that individuals who work wholeheartedly and tirelessly will feel satisfaction in their work, thus impacting on work productivity. Chaiprasit & Santidhiraku (2011) conveyed the results of research conducted in Thailand that relationships, quality of work life and leadership are three factors that can predict happiness at work. Research in Indonesia conducted by Wulandari & Widyastuti (2010) states that positive relationships with others, achievement, physical work environment, compensation and health are the source of happiness for workers in Indonesia.

Happiness in the workplace is proven to have an impact on success and good work results (Lyubomirsky, King, & Diener, 2005; Boehm & Lyubomirsky, 2008) so that it makes happiness an important thing to develop, especially in the correctional institution setting. This interest in studying happiness at work has led researchers to design measuring devices to measure happiness. This measurement of happiness can then be used as a basis in the process of further intervention in the form of coaching or counseling for correctional officers.

Conclusion

Based on the description above it can be concluded that the psychosocial safety climate and work engagement have an important role for officers with correctional facilities. It can also be said that from this study, the correctional officer from four LAPAS at Jakarta are able to understand what it is that drives their happiness at work on a daily basis.

Officers who feel comfortable, work well, full of dedication to prisons will create a feeling of happiness. It is important for correctional institution to assist their employee with the development of their psychosocial safety climate and work engagement as it may result in the employees being more happiness in their workplace. Specifically within the correctional environment, it would be beneficial for the department to assist correctional officers with the development of the psychological strengths as it will result in the successful management of the correctional facility, thus meeting the organizations vision and mission.

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