



## SUBJECTIVE WELL-BEING OF THE EMPLOYEE IN MANUFACTURING INDUSTRY IN PANDEMIC COVID 19

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**Abstract;** *This study aimed to determine the impact of the Covid-19 Pandemic on the subjective well-being of the employee in Rattan Industry Trangsan Sukoharjo, Central Java, Indonesia. The mixed methods were used in this study. There are used the well-being scale to measure the subjective well-being of the employee and also used interviews for a qualitative approach. The research subjects were 30 employees consisting of 6 women and 24 men. The subjective well-being scale used in this study refers to the concept proposed by Diener (2000) which consists of 15 items with 5 choices. The results of the t-test show that there are differences in subjective well-being between the sample of subjects and the population. The hypothetical and empirical mean t-test shows that  $t=58.563$  ( $p<0.05$ ). This study indicated that the subjective well-being of the employee in the Rattan Manufacturing Industry Trangsan is better than the population. The data from interviews show that during the pandemic, exports demand from overseas such as Australia, the USA, and Europe increased. These demands allow the employee to continue their activity and led to the salary increment of the employee. Increasing income makes workers happier at work it improves their subjective well-being. However, the employees have complained about the lack of raw materials and containers. This study is expected to provide information for the government and policymakers to facilitate the export process and procurement of raw materials. Therefore, the sustainability of the product and the production process will be able to run smoothly and it also has an impact on increasing the subjective wellbeing of the employee.*

**Keywords:** *manufacturing industry, subjective wellbeing, pandemic Covid-19*

**Abstrak;** Penelitian ini bertujuan untuk mengetahui dampak Pandemi Covid-19 terhadap kesejahteraan subjektif karyawan di Industri Rotan Trangsan Sukoharjo, Jawa Tengah, Indonesia. Metode campuran yang digunakan dalam penelitian ini meliputi skala wellbeing untuk mengukur kesejahteraan subjektif karyawan dan wawancara untuk pendekatan kualitatif. Subjek penelitian adalah 30 orang karyawan yang terdiri dari 6 orang wanita dan 24 orang pria. Skala kesejahteraan subjektif yang digunakan dalam penelitian ini mengacu pada konsep yang dikemukakan oleh Diener (2000) yang terdiri dari 15 item dengan 5 pilihan. Hasil uji t menunjukkan bahwa terdapat perbedaan kesejahteraan subjektif antara subjek sampel dan populasi. Uji beda antara mean hipotetik dan empiris menunjukkan adanya perbedaan dengan nilai  $t=58.563$  ( $p<0,05$ ). Hal ini menunjukkan bahwa kesejahteraan subjektif karyawan di Industri Manufaktur Rotan Trangsan Sukoharjo lebih tinggi dibandingkan populasinya. Selama pandemi, permintaan ekspor dari luar negeri seperti Australia, Amerika Serikat, dan Eropa meningkat. Keadaan ini memungkinkan karyawan untuk melanjutkan aktivitas dan menyebabkan kenaikan gaji karyawan. Peningkatan pendapatan membuat pekerja lebih bahagia dalam bekerja sehingga meningkatkan kesejahteraan subjektif mereka. Namun, para karyawan mengeluhkan kekurangan bahan baku dan kontainer. Kajian ini diharapkan dapat memberikan informasi bagi pemerintah dan pengambil kebijakan untuk mempermudah proses ekspor dan pengadaan bahan baku. Dengan demikian, keberlangsungan produk dan proses produksi dapat berjalan dengan lancar dan hal itu akan berdampak terhadap meningkatnya subjective wellbeing para pekerja.

**Kata kunci:** manufacturing industry, subjective wellbeing, pandemic Covid 19.



## Introduction

The Covid-19 pandemic have a global impact, from education, economy, social, culture, religion, and especially health aspects. The Government policies to minimize the impacts of the Covid-19 pandemic in Indonesia include closing educational institutions and implementing online learning to contain the spread of Covid-19 (Purwanto, et al., 2020); The Government also implementing Large-Scale Social Restrictions (PSBB) and requires people to wear masks when leaving the house (Joharudin, et al., 2020). In addition, more than 1,5 million workers must layoffs (Hanoatubun, 2020).

Nugrayasa (2020) recorded that the impact of the pandemic is also seen in the industrial sector, which is one of the major contributors to Indonesia's Gross Domestic Product (GDP). The contribution that the industrial sector has given to the 2019 GDP was recorded at 19.62%, more than contribution of the trade, agriculture, construction, and mining sectors.

Data from the Central Statistics Agency in the first quarter of 2020 had shown an economic decrease compared to the previous years. Economic growth in 2019 were regularly above 5 percent, but in 2020 fell to 2.97 percent. The non-oil and gas industry or manufacturing decreased to 2.01 percent in 2020, which was regularly above 4 percent in 2019. Furthermore, the records in the second quarter of 2020 showed that Indonesia's economic growth experienced a moderately large contraction due to an increase of minus 5.32 percent. For the non-oil and gas processing industry, there was minus 5.74 percent (Nugrayasa, 2020). The manufacturing industry as one of the non-oil and gas industry, has an

important role and become one of the supporting sectors for national economic growth. However, the Covid-19 pandemic has a significant impact on the activities of the manufacturing industry in Indonesia.

According to the Minister of Industry, in January-February 2020, Indonesia's manufacturing Purchasing Managers' Index (PMI) recorded a record 51.9. However, the identification of Covid-19 in early March 2020 made the manufacturing PMI decrease to the level of 45.3, then in April 2020 it even dropped to the level of 27.5 (Nugrayasa, 2020). The weakness of the industrial sector as a contributor to 20% of the national GDP (Gross Domestic Product) affects the 2020 National economic growth as well as the decline in demand for goods/services from the domestic and global markets. As a result, the company's balance sheet was disturbed and the employee was laid off (Ministry of Industry, 2020).

Meanwhile, regarding the reduction of workers in the industrial sector, data from the Ministry of Industry released by the Public Relations of the Secretariat of the Republic of Indonesia (RI) (Nugrayasa, 2020) shows that more than 5.5 million industrial workers have lost their jobs because they have been laid off or discharged without receiving their salary right. Around 3 million are workers in small and medium industries, and about 2 million are from the medium and large industrial sectors. It represents 28 percent of the total national industrial workforce which as a whole reaches 19.8 million workers. Thus, it could be that the impact of Covid-19 is also felt by micro and small industries because they are the ones who employ the most workers in the informal sector.



One of the micro industries that absorb lots of employee is the Rattan industry in Trangsan village. Trangsan Village is located in Gatak District, Sukoharjo Regency, Central Java, Indonesia. Before working as rattan craftsmen, the Trangsan people were farmers as well as woven bamboo craftsmen to fulfill their daily needs. The work of weaving bamboo is done on the sidelines of working on the fields. The craft of woven bamboo continues to grow, not only for its use but also for the surrounding area. The bamboo craft developed into the production of rattan crafts and furniture since 1927 (Sumarno, 2019).

The rattan processing industry in Trangsan Village could be developed and become the center of the largest rattan processing industry in Central Java onward with the reduction in agricultural land and population growth. The majority of the main market for the Trangsan rattan furniture industry today is the export market. There are around 120 craftsmen, with a production capacity of 552,000 units/month and 26 exporters. The absorption of raw materials is around 500 tons/month and in a month the village can export at least 100 containers containing rattan furniture to a number of the world's top countries, such as the United States, Europe, Australia, Korea, and other superpower countries (Central Java Province Public Relations, 2019).

In the 1990-2000 period, small-scale production of rattan furniture developed into the rattan industry and ranked as the 8th largest furniture supplier to various countries. The development of the rattan industry in Trangsan Village also has a positive effect on the economic conditions of the citizens and even the outside of the area such as Wonogiri and Klaten

which are affected in terms of the employees. There are almost no residents who have low income with the rattan furniture business then it supports their wellbeing. The Covid-19 pandemic condition nowadays which sufficiently has a significant influence on the economic condition of the citizens which certainly has an impact on subjective wellbeing.

## **Theoretical Framework**

Coronavirus Disease 19 (Covid-19) was first identified in Wuhan, China on last December 2019 and within the months it has spread globally and has been declared a pandemic by the World Health Organization (WHO) (Cucinotta and Vanelli, 2020). Despite the global efforts to limit the spread of Covid-19 using various protocols, the emotional, physical, psychological, social, and financial status of billions of people have been dramatically affected. Mental health, in particular, plays an important role in the wellbeing of people and is defined as the emotional resilience that enables them to enjoy life and survive pain, disappointment, and sadness, and the beliefs that underlie the dignity and worth of themselves and others (Nurunnabi, et al, 2020).

The impact of the pandemic affects people's mental health. The research on 662 Indians, found that Indians experienced high anxiety during the Covid-19 pandemic (Roy, et al, 2020). Furthermore, Ahmed, et al (2020) in their research on 1074 Chinese found that during the pandemic, there was an increase in anxiety, depression, and dangerous alcohol use so people's mental wellbeing decreased. It is in line with the results of research by Huang and Zhao (2020) on 7,236 people in China and found that the Covid-19



pandemic affected the prevalence of generalized anxiety disorder in Chinese society by 35.1%, symptoms of depression by 20.1%, and also sleep quality disorders by 18.2%.

In Indonesia, a survey on 8031 respondents in 34 provinces in Indonesia in June 2020 by the Airlangga University Alumnus Associate, showed that more than 50% of respondents experienced anxiety in various contexts in the anxious and very anxious categories. As many as 74% of respondents experiences anxiety in the education aspect, 67% of respondents experienced anxiety on social relations aspect, 63% of respondents experienced anxiety on work aspects. Meanwhile, there are 58% of respondents experience anxiety in the economic aspect and 55% of respondents experienced anxiety on the religious aspect.

PDSKJI stated that during March-October 2020, there were 5661 community self-checks on the PDSKJI web related to the pandemic, of which 32% experienced psychological problems such as anxiety and depression (TribunNews, 14 Oktober 2020).

According to Diener and Diener (2008), subjective wellbeing is an individual's affective and cognitive evaluation based on his feelings and thoughts. The evaluation includes an individual's emotional reaction to each event experienced and a cognitive assessment of the individual's satisfaction with life. Individuals are said to have high subjective wellbeing when they can feel more positive or pleasant feelings than negative ones and feel satisfied with their lives (Diener, 2000).

It is in line with what was stated by Keyes, and Lopez (Snyder & Lopez, 2002) which suggest that subjective

wellbeing is a reflection of individual perceptions and their evaluations about their lives include affective states, social functions, and psychological functions. Subjective wellbeing is a concept which includes individual experiences of life satisfaction and pleasant emotions (Diener, Lucas, & Oishi, 2003). Diener, et al (2005) stated that subjective wellbeing is an individual subjective evaluation of his life, which includes concepts such as life satisfaction, pleasant emotions, feelings of fulfillment, satisfaction with domains such as marriage, work, joy, and sorrow of emotional situations.

Thus, subjective well-being is a general term that includes various concepts related to how people feel and think about their lives, namely high and low negative feelings. According to the interview with one of the citizens, in its heyday, the Trangsan Rattan Industry helped the economy of its citizens and then it supports their wellbeing. The Covid-19 pandemic condition nowadays has a significant influence on the economic condition of the citizens its also certainly has an impact on subjective wellbeing of the employee.

## **Research Methodology**

The methods used in this study were mix methods. A scale used to measure subjective wellbeing of the employees and also used interview for qualitative approach. Subjects in this study were taken randomly from employee of Rattan Manufacturing Industry Trangsan consisting of 6 women and 24 men. Subjective wellbeing scale used in this study refers to the concept proposed by Diener (2000) which consists of 15 items with 5 choices. In this study, Subjective Wellbeing is defined as a





person's perception of his life experience in the scope of work which consists of cognitive and affective evaluations. They are said to have high subjective wellbeing when they can feel more positive or pleasant feelings than negative ones and feel satisfied with their lives.

This study also used interview for qualitative approach. A qualitative approach is an approach that allows researchers to conduct in-depth exploration of the subject. According to Creswell (2012), a qualitative approach is an approach that emphasizes the process experienced by the participant, not the result or product. The design of this study chooses because the qualitative approach emphasizes meaning, namely how the subject perceives and feels his life and experience, which is of course very relevant to the framework of subjective wellbeing to be revealed.

Data analysis was carried out since the researcher was in the field, during data That is the background why it is necessary to research the effect of the Covid-19 Pandemic on the subjective wellbeing of the employees in the rattan craft industry in Trangsan Sukoharjo, Central Java, Indonesia. The results of this study expect to provide an overview of the subjective wellbeing of the handicraft industry craftsmen so the proper steps could be made for the employee's wellbeing could be enhanced.

## Result and Discussion

### Description of Research Data

Collection was carried out in April 2021 by random sampling of 32 employees in the Trangsan Sukoharjo Manufacturing Industry. There are just that 30 employees filled out the data

completely with the following information:

Table 1. *Characteristics of participants*

Characteristic	Freq.	Percentage
<b>Gender</b>		
Men	24	80
Women	6	20
<b>Age</b>		
21-30	7	23.33
31-40	7	23.33
41-50	9	30
51-60	3	10
Above 60	4	13.33
<b>Education</b>		
D3 and Bachelor	1	3.33
High School	12	40
Junir High School	10	33.33
Elementry School	7	23.33

Meanwhile, the descriptive analysis of research subjects based on variable data obtained in the field (empirical conditions) and a description of the condition of the subject that is predicted to occur based on a score scale (hypothetical conditions) can be seen below:

Table 2. *Description of hypothetical and empirical subjective wellbeing*

Variable	<b>Hypothesis</b>			
	Min	Max	Mean	SD
	15	75	45	10
SWB	<b>Empirical</b>			
	Min	Max	Mean	SD
	52	71	59.833	5.596

Based on the table above, it shows that the hypothetical mean score of subjective wellbeing on the scale is lower than the empirical mean, which is  $45 < 59.833$ . These results are then categorized to be able to place individuals into separate groups based on the measured attributes (Azwar, 2016) as follows:

Table 3. *Categorization of Subjective Wellbeing*

Categorization Norm	Score Level	Category	Total	%
$(\mu + 1\sigma) \leq X$	$55 \leq X$	High	22	73
$(\mu - 1\sigma) \leq X < (\mu + 1\sigma)$	$35 \leq X < 55$	Medium	8	27
$X \leq (\mu - 1\sigma)$	$X < 35$	Low	0	0
<b>Total</b>			30	100



Based on the table above shows that the participants of subjective wellbeing are in the high category as much as 77.33% and in the medium category as much as 26.66%.

The single t test analysis showed that  $t = 58.563$  ( $p < 0.05$ ). It indicates that there is a difference subjective wellbeing of the subject and the population. The subjective wellbeing of the employee in the Rattan Manufacturing Industry Transgan better than the population.

Table 4. *One-Sample Test*

	t	df	Sig (2 tailed)
SWB	58.563	29	.000

Interviews data from the employee of the Rattan Manufacturing Industry Transgan (Bu Endang, Pak Muji, Pak Jono and Pak Atmo, April 20<sup>th</sup>, 2021) showed that they were still working in manufacturing industry because export demand from overseas such as Australia, USA and Europe was increase, and also increased the employee's income. Increasing income affect to employee's subjective wellbeing, because they felt happiness when they were working at manufacturing industry.

## Discussion

The discussion about the rattan industry in the Covid-19 pandemic is interested to know because based on field observations, the export rattan industry is still in the production process (based on interview with Pak Parji, pak Trimu and Bu Murjiyem, April 21<sup>st</sup> 2021). The Covid-19 pandemic has not stopped the production of Transgan rattan, the increase in export demand has increased to meet markets such as the United States, the Netherlands, Belgium, Britain,

Germany, and Australia (based on interview with Pak Pandi, pak Ngatino and Pak Tulus).

The Ministry of Industry in a press release on November 29, 2020 noted that investment in the manufacturing sector in January-September 2020 grew 37.1 percent compared to the same period last year. This proves that investment in the industrial sector is not affected by the Covid-19 pandemic (Ministry of Industry, 2020).

Meanwhile, in the Transgan rattan industrial center, in the 2021 period, the average export per month in the rattan furniture industry reached 100-120 containers, with an export value of 10,000– 14,000 US dollars per container. or 0.04% of the value of Indonesia's rattan exports (www. data Industri.com). This certainly has a positive effect on employee income. This framework is in line with the research of Fishbein and Ajzen (Krekel, et al., 2019) which show that positive attitudes towards certain life domains have positive behavioral implications. Following this reasoning, higher job satisfaction, with possibly more favorable attitudes toward work and the workplace, should be associated with less absenteeism or staff turnover, among other important outcomes. Income affects subjective wellbeing because relative income was associated with both happiness and negative emotion (Yu & Chen, 2016).

However, the employees complained about the difficulty of providing rattan raw materials. Although Indonesia is the largest exporter of rattan raw materials in the world (Candra, 2019), the crisis of rattan raw materials in Indonesia for decades has made it difficult for industrial rattan to meet export market demands. All respondents met



by the researcher stated the same thing, namely experiencing the main problem with rattan raw materials, which increased in price by up to 30% due to the Covid 19 pandemic.

The worker and the business people in Trangsan Village are members of the Koperasi Manunggal Jaya. This is a commitment to be able to obtain quality and economical raw materials because they are purchased collectively through Koperasi manunggal Jaya. The existence of Koperasi Manunggal Jaya also provides significant psychological support because workers feel that they get social support in the midst of their difficulties. This is in line with what was stated by Hamar, et al (2015) which stated that perceived support was significantly related to improved well-being.

The Covid-19 condition also has an impact on import activities, resulting in a small number of containers available for export activities. This obstructs the export process because apart from having to wait in line, the cost of renting a container is also more expensive. However, the presence of the Koperasi Manunggal Jaya is a big help for craftsmen in getting supplies of raw materials and in regulating the availability of containers in the process of shipping goods. With the impact of Covid-19 on Indonesian economic activities, including the Rattan Industry in Trangsan Village, support from stakeholders is needed to maintain the sustainability of the industry. The existence of the Koperasi Manunggal Jaya also supports the subjective wellbeing of employees

because the problems they face become lighter because of the cooperation between residents through Koperasi Manunggal Jaya. This is confirmed by the study of Eddington and Shuman (2005), that the achievement of subjective wellbeing cannot be separated from the actual context. Satisfaction is not only achieved individually, the presence of other people who can evoke positive emotional turmoil is also considered to be able to play an important role. The existence of social support from the closest people, emotionally and materially, can approve individual psychological quality.

## **Conclusion**

Based on the research that has been done, it can be concluded that the employees of the Sukoharjo Trangsan Rattan Manufacturing Industry who are the subjects of this study have higher subjective wellbeing than the population. This is supported by the existence of the Koperasi Manunggal Jaya which has been supporting the sustainability of the production process in the Sukoharjo Trangsan Manufacturing Industry.

Nevertheless, employees still expect support from the government and policymakers to facilitate the export process and procurement of raw materials so that the continuity of products and production processes can run more smoothly. This is expected to increase subjective wellbeing of the employees.



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