



Nrimo Ing Pandum a Positive Energy in Organizational Change

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Abstract. Every change will surely be followed by worry and high hopes, especially organizational changes. People experiencing organizational change need more strength to face every challenge that comes with it. Therefore this research was conducted to know the application of the “nrimo ing pandum” philosophy concept in organizational life. Participants are 3 employees of restaurant X who will receive an understanding of the concept of the philosophy of “nrimo ing pandum” and are trained to be grateful for every good thing that happens every day for one week. As a result, employees feel more receptive to change and make sense of the little things. Gratitude, acceptance, and patience can be new ways to enjoy change.

Keywords: Gratitude · Javanese Philosophy · Organization Change

1 Introduction

Along with the growth of Indonesia’s population and the tendency of people to enjoy fast food or fast food, this has led to the emergence of new companies in the food and beverage sector. Therefore, increasingly intense competition between companies must be balanced with strengthening fundamentals to survive in this era of rapid globalization. In addition, the Food and Beverage industry sector is one of the business sectors that requires business actors to always develop and be vulnerable to changes.

Organizational changes in the Food and Beverage sector need attention in order to maintain the taste of the food. In addition, it can be followed by product changes that change the characteristics of the restaurant.

The inconsistency of food products in the Food and Beverage sector makes people confused about what food is actually the mainstay of the restaurant. This is in accordance with CM’s narrative, where he was confused about choosing the food menu at restaurant X because there were too many menus offered.

“This is the first time I’ve eaten here, when I was given the menu book, it was thick, then I asked what the mainstay menu is in here, and the waiter was shown one by one, but still there were more than 5. I was really confused about this being this is a restaurant or a food court”

Change always raises concerns and hopes. Mastery of strategies to manage change is an important thing. Organizational changes are caused by problems/the emergence of irregularities that require the organization to change. Among them are process requirements; changes in industry/market structure; changes in perception; changes in regulations, and new knowledge that gives rise to new meanings and innovation [1].

In dealing with change, every individual needs to accept these changes, one of which is self-acceptance. Self-acceptance is one of the most crucial aspects of getting happiness. It is beneficial for both self-acceptance and societal acceptance. Reception is the capacity to realize one's own reality in what way existence comprises accepting one's own life experiences, life history, background, and social context. According to Hurlock [2], self-acceptance is the ability level at which the individual really examines personal qualities and wishes to live with them. Reception is particularly self-centered since the kid will be able to accept and comprehend himself if he has the awareness to do so, know himself, and desire to grow as a person.

Hurlock (2006) said that someone who can accept himself has a realistic assessment of the potential that exists in him accompanied by a positive assessment of his self-esteem [2].

Javanese culture has a significant influence in Indonesian culture. Local knowledge exists in Javanese culture. All facets of Javanese cultural life are represented through local knowledge. According to Haryati Soebadio, local knowledge is an identity/personality that leads to a national culture that can absorb and process information based on its own nature and cultural capacities [3]. According to Rahyono (2009), local knowledge is human intelligence acquired through experience by particular ethnic groups. These principles will be inextricably linked to society and will have been shown during the course of society's existence. Oral, Folklore, Javanese folk songs, myths, traditions, ancient scriptures held to be true, and many other things embody cultural values [4].

One way to accept yourself in achieving happiness is to understand the Javanese philosophy called "nrimo ing pandum". The meaning of this philosophy is to sincerely accept all shortcomings of what has been done, and never complained. Endraswara (2003) said that character the basis of the Javanese is the attitude of receiving, the attitude of receiving is lifting everything with mental awareness, without feeling *nggrundel* (talk about disapproval/dislike behind) [5].

1.1 Organization Change

One of those who coined the theory of change for the first time was Kurt Lewin. He understood change as a modification of the forces that kept the system operating stably. In particular, a particular set of motions at any point in time is the result of two sets of forces. Lewin sees this process of change as consisting of three steps:

Unfreezing, because many people want natural resist changes. So we must create awareness in this step, communication is especially important during this section. The employee can become informed about the amount of change, the logic behind it, and how the benefit each employee. The idea is the more we know about a change the more we know the necessary urgent, and the more motivated we are to accept the change.

Moving is marked by the implementation of change. This is when the change becomes real, it's also consequently the time that most people struggle with the new

reality. It's a time mark by fear, making the hardest time overcome. During the moving step, people begin to learn new behavior, processes, and ways of thinking. The more there are prepared for this step the easier to complete. For this reason, education, communication, support, and time are critical for employees, as they become familiar with moving again. Moving is just a process so must be carefully planned and executed.

Refreezing is a symbol of reinforcing, stabilizing, and solidifying the new state after the move. It's important to do, to ensure people do not refer back to the always of thinking or doing in the past.

In dealing with change, it takes people who are ready to accept the consequences of the changes that will be experienced. In the food and beverage sector, changes can occur in the form of policies or corporate identity due to leadership changes. Leadership behavior is proven to have a significant impact on employee behavior, performance, and welfare [6]. Wise leadership will bring employees to good and fast changes, in line with the enthusiasm of employees for a change. According to Isabel Buil, Eva Martínez, and Jorge Matute (2019), A positive personality reinforces the effectiveness of leadership on identity and commitment [7]. Stefanie Faupel & Stefan Süß (2019) also argued that transformational leadership increases employee engagement and awareness of the compelling consequences of change, which in turn evokes employee behavior that supports change [8].

To build a positive change environment and increase performance, leaders can use mental reinforcement by suggesting positive sentences or life philosophies to employees. It is proven by research conducted by Anglin, et al. (2018) that positive psychological capital language usage enhances performance.

In addition, transformational leadership can also have an impact on the meaningfulness of employee work. The meaningfulness of work is a person's tendency to interpret him as work, as a career, and as a vocation [9].

1.2 Nrimo Ing Pandum

Nrimo ing pandum is a receptive attitude toward what life has to offer. Nrimo ing pandum's philosophy includes his three psychological constructs: acceptance, patience, and gratitude. Based on the narrative above, the researcher is interested in proving that the nrimo ing pandum philosophy of life can be applied to employees who have experienced organizational change [10].

2 Methodology

2.1 Research Subject

This study uses an experimental method, all participants will be assessed for the meaningfulness of their work before and after giving treatment. All participants will be given the understanding of the Javanese philosophy "nrimo ing pandum", then after finishing work they will be gathered again to reflect and mention things that are grateful for that day together with the leader. This behavior will be carried out for one week to see the changes experienced by the employee related to the attitude of accepting organizational change and the meaningfulness of their work.

Measuring the meaningfulness of work is based on several questions such as the positive meaning gained at work, meaning at work, and work motivation.

Participants in this study were restaurant X employees, totaling 3 people and consisting of 2 men and 1 woman.

3 Result and Discussion

The results of this study describe the personality of each employee. Every day for one week they understand that behind the organizational changes that must be experienced, many pleasures must be grateful for. These changes can also be seen in the atmosphere of the restaurant, which is calmer and less chaotic.

Before the treatment was carried out, employees at Restaurant X had low work significance, seen from their motivation and service to customers. Low sales turnover and inappropriate salaries make employees reluctant to maximize their performance. They use a lot of free time just to chat or playing mobile games.

If not many customers come, only a few employees work, this unstable rhythm makes employees tired easily and of course affects each other's emotions. Not infrequently there is a miss communication when serving customers, such as an error in making an order, or the length of service duration.

AA, one of the restaurant employees, said that before he understood the meaning of "nrimo ing pandum", he was always grumbling about the changed working hours so he couldn't go home every day. Because to save expenses, he is forced to go home once a week before his holiday. However, after the treatment was done, he realized that he had to make quality time with his family, in the past, he used to be able to go home every day, but when he got home he would just go to sleep or rest. These days, when he comes home for the holidays, he can take the time with his family on vacation. He also uses his free time to improve communication with his wife.

"By reflecting on every incident, I can see the little things that I used to take for granted but are now something very meaningful. At first, I complained about changing shifts which made me lose a lot of time with my family, but now I realize that the short time spent interacting with my family makes every moment quality".

Apart from the meaning of small things, economically they have experienced a salary increase. Along with increasing working time, which was originally 6 h to 10 h. Some employees feel grateful because even though they have to work longer hours, the salary they earn is higher so that they can be used for more and more household needs. Like RF narrative.

"Even though I have to work 10 hours, I am happy because I get more salary, so I can give it to my wife and for college needs".

AM, one of the youngest employees at Restaurant X, admitted that before being given treatment, she only worked normally to make life necessities and his studies, but after the treatment was carried out, she began to use her free time to study marketing to increase sales turnover and improve service. The self-development that she does can be seen from

the development of her soft skills and hard skills in terms of service. AM realizes that small things like free time at work can be put to good use for self-development.

“In the past, I just worked, there was also free time to rest or play social media, but after several treatments, I started to realize that I could actually develop myself by taking course, for example marketing, or something else. Besides being able to be implemented in restaurants, it can also increase my knowledge”.

Changes in the organization will begin with the Unfreezing step where this step is crucial because of course many people are resistant to change. But not with people who have a high sense of acceptance, he will accept these changes gracefully. People with high acceptance are different from people who give up easily, they know and understand that these changes are necessary for the future, and what they do is be proactive about these changes. So changes can be completed more quickly.

In the second step, namely moving, employees who experience organizational change begin to feel different conditions and must adjust to the new policy. This thing of course can make employees experience a decrease in performance. Moving is a process that can only be managed with adjustments and time. Therefore, employees need mental reinforcements to remind them of the reasons for making these changes and the benefits they will get.

At this step, the researcher inserts a reflection treatment to understand employees that there are good things that accompany changes in this organization. With the concept of a philosophy of life "Nrimo ing pandum," employees are taught about gratitude, acceptance, and patience. Being grateful for the little things will make a person more able to accept circumstances and enjoy the current situation. This is what is unique from the Javanese philosophy of life, which has always been taught to be aware of the situation here and now.

Gratitude was identified as the most predictive variable of happiness, followed by variables like Hope, Optimism, and Life Satisfaction. Johan Satria Putra, et al. (2019) argued Gratitude can encourage the emergence of psychological well-being and increase positive affect on the one hand and at the same time reduce the negative effect on the other side. Individuals who show present feelings and conditions of gratitude tend to have more social welfare higher than ungrateful individuals. Besides that, gratitude is also related to positive emotions such as happiness, pride, and well hope. There is a feeling of gratitude not only causes people to be happy on only at that time but also can take place in the long run. In other words, gratitude can encourage someone to more meaningful life and be satisfied with life [6].

Basically, the “nrimo ing pandum” philosophy is carried out to provide positive reinforcement to individuals who experience change to accept these changes. However, it is possible that this “nrimo ing pandum” philosophy of life can be used in the refreezing stage, but in this case further research is needed.

4 Conclusion

Employees are taught gratitude, acceptance, and patience in the Javanese way of life. Being appreciative for the little things makes it easier to accept and enjoy one's existing circumstances. On the one hand, gratitude can promote the development of psychological well-being and improve good affect while decreasing negative affect on the other.

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