



Work Wellbeing and Technology Orientation Influence on Job Performance of Millennial Workers in Indonesia

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Abstract. The workplace begins to advance and has a wide field, and employees are an important part of that progress. Work wellbeing is part of the progress of employees themselves, as well as the availability of work facilities such as technology. Both of these are believed to help improve the world of work or the work of employees. Work Wellbeing is very important for employees in the world of work where it aims to make employees happy or satisfied, reduce employee fatigue to improve work quality, and can provide a better life for employees. This study examines whether work well-being and technology orientation can affect job performance. This study looks at the role of two variables, either jointly or partially, having an influence on job performance. This research was conducted using a quantitative approach, a survey was conducted of those who have worked with specific demographics with ages above 18 to 40 years, have experience in work, at least high school graduates, and field of work (PNS, Private, Entrepreneur). 105 people, from the results of the survey it was concluded that the relationship between Work Wellbeing and technology orientation on job performance are significant.

Keywords: Job Performance · Technology Orientation · Work Wellbeing

1 Introduction

Welfare at work is an important thing or an important factor in every company, Work wellbeing itself is a satisfaction in life such as achieving a goal or achievement, having a healthy life, a complete family, and other achievements. In the workplace, welfare itself means fairness in salary, time, and environment, for co-workers in the work. Work wellbeing in this world of work can help companies become better, especially in terms of job performance or the work performance of employees where job performance is an important thing in measuring the results and reputation of the company itself. Employees will perform better in their tasks as long as their competence increases, which makes them move forward to achieve organizational goals and strategies.

Work wellbeing is well-being in the world of work. In contrast to well-being in general, in thinking about and measuring well-being, it is important to distinguish between

its various forms. In terms of scope, well-being is at its broadest 'context free' i.e. in terms of life in general. A broad spectrum of well-being as measured by factors such as happiness, life satisfaction, and the like. In addition, middle-level well-being is felt in certain segments of the living space that emphasize family, health, leisure, or other areas of interest. In this chapter work-specific well-being is referred to as 'job-related' well-being and is measured through job satisfaction, work pressure, and similar variables. Much studied in the world of work is 'aspect-specific' job satisfaction – with one's salary, supervisor or other elements [1]. Happiness at work and job satisfaction are often associated with each other and both are good indicators of work-related well-being [2].

Well-being is measured through job satisfaction, or job involvement and life satisfaction. To accurately assess one's own well-being in these terms, one must engage in more reflection and mental processing than judgment. This includes noticing and remembering certain details and events, interpreting, evaluating, and integrating what is remembered, and perhaps making comparisons with others or coming from different backgrounds [3].

In addition to work wellbeing, the role of technology is also quite important to increase job performance. The world of work today involves technology in almost every business process. Starting from administrative matters, manufacturing to distribution work, marketing and market evaluation. Availability and ability to use technology also affect the productivity and efficiency of work which is then simultaneously able to increase job performance.

Job performance is very important in the workplace, where the world of work or the economy is changing rapidly globally, therefore job performance is needed to remain competitive in the world of work. Work performance itself is not only useful for increasing the competitiveness of a business or company, it is also useful for evaluating employees for changes to rules within a company or the work environment itself. Work performance can be influenced by various factors, one of which is employee welfare, employee knowledge, responsibility for tasks and work [4]. Job performance is also useful for giving company employees awards, salary increases, bonuses, certificates of achievement, vacation benefits, and other advantages which are intended to reward good job performance. This award or bonus can increase the level of performance and welfare of employees in the world of work.

1.1 Objectives

The purpose of this study was to determine the effect of work well-being and technology orientation on job performance in millennial workers in Indonesia. Theoretically, this research is expected to add to the treasures of research in the field of industrial and organizational psychology by the Indonesian context. It is hoped that this research will be able to stimulate future researchers to explore topics around organizational behavior. Practically, the results of this study can be used as a description of the organization or company related to Workwellbeing, technology orientation and Job Performance.

2 Literature Review

2.1 Work-Wellbeing

Work-wellbeing and well-being are different variables where well-being is usually independent of context, whereas in everyday life well-being is measured through life satisfaction, life happiness, and various other forms. The scope of other well-being can also be in the satisfaction segment in personal life such as family, health, leisure or holidays, and other domains. For the domain or realm of occupational welfare, where this welfare is related to work such as job satisfaction, pressure at work, colleagues at work, groups, work environment, and ideas [1].

There are two different types of well-being, namely mental well-being and emotional well-being, some examples of these well-being include satisfaction, fatigue, tension in the world of work, involvement in processes, depression, and others. The welfare of workers can be measured through the index of job satisfaction, job involvement, and life satisfaction, in assessing the welfare of this work itself requires a lot of reflection and mental processing, paying attention and remembering certain elements, conveying, evaluating, and being able to integrate [3].

Work experience or high levels of performance, for example, certainly influence our subjective and general experience of well-being at work. Several “influence variables” can affect performance levels without significantly affecting the overall well-being experience. One issue is where to place work stress and other factors that indicate illness as a factor that is often used as an indicator of general occupational well-being [5]. The subjective well-being construct (SWB) can be linked to people’s cognitive and affective judgments about their lives, and related work well-being [6]. In addition, the presence of well-being is governed by the construct of affective well-being, which in turn is influenced by various emotional emotions including arousal and pleasure [1].

According to [7], wellbeing is one of the variables that affect the performance. Psychological well-being or (PWB) itself can be understood as having a positive influence, the absence of a negative influence, and the presence of satisfaction is the most effective technique to encourage achievement and excellence in both individuals and organizations [8]. Employee satisfaction greatly affects organizational commitment and performance, with Psychological Well-being as one of the factors of well-being in the workplace [9].

2.2 Technology Orientation

Technology Orientation describes an organization’s acceptance of new product concepts and its tendency to use new technologies when developing products or services [10, 11]. The products and services offered must be in accordance with customer needs or be able to anticipate future needs. Customers have a tendency to use products and services that provide the best-added value. The competition will allow the best product to be superior.

The company’s competitive advantage can also be achieved through the company’s leadership in its tendency to adopt new technologies [11, 12]. The speed of this coordination affects the speed with which new products are developed, the speed and accuracy in responding to customer expectations makes it easier for customers to access the products/services offered and vice versa [11]. The constructs used to measure Technology

Orientation in this study are the company's tendency to develop new products using technology, technology adoption and trends in research and development (R&D) [12]. The constructs used in this study refer to the research conducted by [13]. Definition of technology orientation can also be defined as an organization's openness to new ideas and its tendency to adopt new technologies during product development [13, 14].

2.3 Job Performance

Organizational performance and personnel performance are crucial for survival in a continuously changing global economic and working environment [15]. As a result, all companies need to examine the variables that affect job performance. Work performance is recognized as the overall result that employees provide to the company. Overall, it's full of opportunities, boosts, and abilities.

The success of an organization's strategy via individual achievement is directly dependent on each employee's performance, or job performance. Every person in the company is required to complete their work accurately. Employees are accountable for successfully carrying out their duties and obligations by employment norms and regulations. Employees accept certain job assignments and promise to do them in a reliable manner [16]. The tasks assigned by the company where the employee works must be in accordance with the abilities of the assigned employee. The success, accuracy, and performance of the work that has been given to the employee is one of the measurements of employee performance through the work that has been completed by the employee.

According to [17] At the most basic level one can distinguish between aspects of the process (ie, behavior) and aspects of performance outcomes. The behavioral aspect refers to what people do at work or the action itself. Performance includes certain behaviors (eg, sales conversations with customers, teaching statistics to undergraduate students, programming computer software, assembling product parts). This conceptualization implies that only quantifiable actions count as performance. In addition, this performance concept indirectly only describes goal-oriented behavior, namely behavior that employs employees to perform well [18].

According to [19] Performance can be divided into two categories: Task Performance and Matched Performance. Task Performance refers to the effectiveness of employees performing tasks that are formally related to their jobs and contribute to the technical core of the organization. Conforming Performance, on the other hand, refers to behavior that upholds the broad social environment in which the technical core must operate. Contextual Performance, on the other hand, refers to organizational actions that are deliberate, not required by the job, and which do not immediately advance the technological core. Activities like assisting others, cooperating with others, and volunteering are examples of contextual performance [16].

3 Methods

This study used a non-probability sampling approach, which means that not every person of the population has an equal chance of being chosen as a sample [20]. Thus, with this technique, each individual does not get the same opportunity to be a research sample,

where the researcher has set criteria to be used as a sample. Then, the type of non-probability sampling used is convenience sampling, namely the selection of samples that involves selecting individuals based on their availability and willingness to respond [20]. The researcher decides the number of samples in this study after deciding on the sampling method and sampling size. In addition, experimental research was also conducted. The data collection instrument used during the study was in the form of a survey with a Likert questionnaire model or summated ratings. The criteria for participants who can take part in this research are as follows: Worker, 25–40 years old and Graduated from high school (SMA/SMK).

4 Results and Discussion

The following is a normality test with a histogram graph and probability plot (P-P plot) shown in the image below (Fig. 1).

In the histogram graph, the data can be said to be normally distributed if the data distribution forms a bell with no skew to the left or right. Whereas in the P-P plot graph, it can be said to be normally distributed if the data or points spread around the diagonal line and follow the direction of the diagonal line. So, it can be concluded that the histogram graph and the P-P plot graph are normal (Fig. 2).

The normality test with histogram graphs and probability plots (P-P plots) needs to be strengthened by statistical tests. The following is a normality test using the Kolmogrov-Smirnov One Sample analysis method, which is shown in Table 1.

The results of the normality test in the table above show the Asymp. Sig (2-tailed) of 0.081 means that the data is normally distributed (greater than 0.05 or 5%). So that it can be seen that the regression model used can be used to find out the effect of each dependent variable on the independent variable. In addition to the normality test, a multicollinearity test was also conducted to see whether the regression model had a strong relationship between the independent variables. Below are the results of the multicollinearity test shown in Table 2.

Based on Table 2, it can be concluded that each independent variable has a tolerance value exceeding 0.10 or a Variance Inflation Factor (VIF) value of less than 10 causing

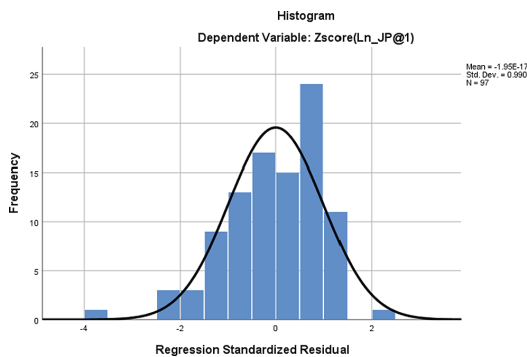


Fig. 1. Histogram

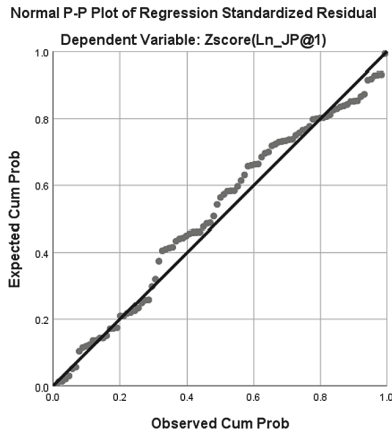


Fig. 2. Probability Plot

Table 1. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		97
Normal Parameters a,b	Mean	0,0000000
	Std. Deviation	0,79581175
Most Extreme Differences	Absolute	0,085
	Positive	0,062
	Negative	-0,085
Test Statistic		0,085
Asymp. Sig. (2-tailed)		0,081

Table 2. Multicollinearity

Variable		Collinearity Statistics		Conc.
		Tolerance	VIF	
1	Constant			
	WB (X1)	0,748	1,338	No multicollinearity
	TO (X2)	0,748	1,338	No multicollinearity

Ho to be accepted and Ha to be rejected, which means that all independent variables in the regression model do not have multicollinearity.

Based on Table 3, the adjusted R² value is 0.353 or 35.3%. Then the value of the dependent variable is influenced by all independent variables by 0.353 or 35.3%. The F

Table 3. Coefficient Determination (Adj. R²)

Model	Adjusted R Square
Regression	0,353

Table 4. F test

Model	F	Sig.	Conc
Regression	27,213	0.000 ^b	Ha accepted

Table 5. T test

	Model	Unstandardize B	Sig.	Conc
1	(Constant)	-9.717	1.000	
	WB (X1)	0.117	0.220	Ha rejected
	TO (X2)	0.538	0.000	H0 rejected

test is carried out to test all independent variables, in order to know the effect simultaneously on the dependent variable (Ghozali, 2018: 98). In this test using a significance level of 5%. The following are the results of the F test shown in Table 4.

In Table 4, the significance value is 0.000, then H₀ is rejected. This means that there is an effect of all IV on DV. In other words, the effect of all IV on DV is 35.3%, and statistically significant. The partial test proves whether the independent variable, if partial, has an influence and direction on the dependent variable which can be known through the significance value (Sig.) and the value of Sig level. in this study by 5% or 0.05. The results of the T test are listed in Table 5.

In Table 5, it can be seen that the significance value of the Well-Being variable is 0.220, which means H_a is rejected because the significance value is greater than 0.05. In addition, the significance value of the Technology Orientation variable is 0.000, which means that H₀ is rejected because the significance value is less than 0.05. Based on the explanation above, it can be understood that the Well-Being variable has no significant effect on Job Performance. Meanwhile, Technology Orientation partially has a significant effect on the Job Performance variable.

4.1 Discussion

From this study, it can be seen that these three variables work wellbeing, technology orientation and job performance have a fairly strong relationship, where work wellbeing and technology orientation have an influence on the level of job performance. Work wellbeing and technology orientation are important variables in this study related to the world of work where employee welfare greatly determines how employees work

and their performance in the world of work itself (Job Performance). Work Wellbeing and technology orientation are workers' well-being that can be measured through job satisfaction, job involvement, and life satisfaction [3], where these things are associated with increased employee performance.

Work wellbeing and technology orientation variables have a relationship with Job Performance. There is overlap between the two variables. The results obtained showed a fairly strong relationship (35.3% with a significance of 0.05). The results obtained from this study are that for Indonesian workers, technology variables in work also affect job performance. The limitation of this study is the lack of other variables that can be an influence or link, so that it can provide more specific results. The lack of other variables makes this research simple in dimension. This can be a basic idea for further research, where other supporting variables can provide more detailed results.

5 Conclusion

From this research, the researcher concludes that work well-being and technology orientation have an influence on the level of job performance, either jointly or partially. Where the welfare of workers is needed in the world of work where research has proven that Job Performance can increase if the welfare of workers is in an industry. The use of technology for millennial workers is also important, because this generation is quite technology literate.

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