

Work Engagement and Innovative Work Behavior: Meta-Analysis Study

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ABSTRACT

Work Engagement is referred to as the motivation employees have in involving and being enthusiastic about their work. An engaged employee will positively involve and strive to contribute to the organization through higher productivity, efficiency, and vast innovation. A motivational condition such as Work Engagement stimulates employee's positive thought-action, which then elevates their Innovative Work Behavior. Many previous studies examined the relationship between Work Engagement and Innovative Work Behavior with inconsistent results. This study aims to evaluate several research results quantitatively through a meta-analysis test related to the magnitude of the correlation between Work Engagement and Innovative Work Behavior. This study involved 26 journals with 26 correlation coefficients. The statistical test shows that Work Engagement and Innovative Work Behavior have a medium effect size correlation ($r = 0.46$ with 95% CI between 0.423-0.506). The heterogeneity of $I^2 = 90.2\%$, thus using a random-effect model. There was no publication bias (Egger bias, $p = 0.23$). Work Engagement has a medium to large correlation effect size with Innovative Work Behavior. The research results indicate that Work Engagement is not a dominant factor; other factors form Innovative Work Behavior.

Keywords: *Innovative Work Behavior, Work Engagement, Meta-analysis*

1. INTRODUCTION

Several studies suggest that Innovative Work Behavior has a relationship with Work Engagement. Innovative Work Behavior is a process carried out by employees starting from recognizing problems, generating new ideas and solutions, promoting and building support for these ideas, to producing prototypes or models to realize ideas for organizational benefits [1]. Innovative Work Behavior is associated with challenging and complex tasks that include a variety of employee cognitive and social activities [2].

Innovative Work Behavior is a key factor that contributes to innovation and organizational effectiveness, especially in the current Industry 4.0 era [3] [4]. Innovative Work Behavior includes idea generation, efforts to promote ideas (idea promotion), and implementing new ideas (idea realization). Activities carried out by employees as a form of Innovative Work Behavior, namely; generate, promote, discuss, modify, and implement creative

ideas [3] [5]. Employees who are sensitive to change, continuously develop knowledge, can generate new solutions and ideas, and are willing to improve their work will provide benefits to organizational innovation [6].

Innovations made by employees in organizations can increase the competitiveness of knowledge-based organizations [1]. Employees with high skills in idea-generating will be more appreciated. Employees who are only able to do routine tasks and cannot create ideas or innovate will be at risk of losing their jobs.

Innovative Work Behavior depends on the engagement or totality of employees in the workplace [3]. Work engagement or what is called Work Engagement has a positive effect on Innovative Work Behavior. Work Engagement defined as engagement and enthusiasm for work [7].

The dimensions of Work Engagement divided into three dimensions, namely vigour, dedication, and absorption [8]. Vigour involves a high level of energy

and mental endurance at work. Dedication refers to being intensely engaged in work and experiencing a sense of significance, enthusiasm, inspiration, pride and challenges towards work. Absorption refers to employees who feel happy, enjoy their work, and are immersed in work which leads to time passes fast while doing work.

Employees who are positively engaged will use their efforts to contribute to the organization by performing higher productivity, greater efficiency and innovation, and more meaningful customer impact. Based on the Broaden-and-Build Theory put forward by Fredrickson, employees who experience positive emotions will stimulate positive thoughts, thereby increasing the chances of innovative work behavior [3].

Several studies have revealed the relationship between Work Engagement and Innovative Work Behavior. Agarwal (2014) states that Work Engagement has a positive influence on Innovative Work Behavior [9]. Jung & Yoon (2018) stated that Work Engagement could positively influence Innovative Behavior [10].

Aspects of Work Engagement are closely related to aspects of Innovative Work Behavior. Innovative Work Behavior involves the creation of something new (idea generation), which requires employees to concentrate and enjoy their work. Thus, it can be said that it is related to the absorption variable in Work Engagement. Furthermore, when an employee needs to convince other employees about new ideas and changes that will be implemented (idea promotion), the employee needs to have the mental strength to be consistent with his efforts. This is related to the vigour variable. Innovative work behavior also involves cognitive and emotional roles. To continuously invest cognitive and emotional potential in idea implementation, an employee will experience a sense of significance, pride, and challenges with the activities carried out, as well as having a passion for their work [3]. This is related to the dedication variable.

Some researchers referring to several literacy sources argue the relationship between Work Engagement and Innovative Work Behavior. However, systematic research related to the exploration of the effect-size correlation of the relationship between Work Engagement and Innovative Work Behavior is still inadequate, especially for the most recent literature sources. This study was conducted to quantitatively evaluate some of the results of previous studies that examined the relationship between Work Engagement and Innovative Work Behavior with inconsistent results. Meta-analysis statistical test was used in this study to

improve the effect size analysis of the correlation between Work Engagement and Innovative Work Behavior.

2. METHOD

2.1. Literature Study

A literature study was conducted to collect data that met the research requirements. The study was conducted using three journal data sources, "Google Scholar", "Science-Direct", and "Emerald Insight". Researchers examined research journals that involved work engagement and innovative work engagement. The keywords used are "Innovative work Behavior", "Innovative Behavior", "Innovativeness", "Innovation at Work", "Work Engagement", "Employee Engagement", and "Engagement". Keywords are used independently or in combination to maximize the range of literature searches.

The research journals' screening is carried out in the following steps: (1) evaluating the research title, the literature contains two research variables, (2) examining the research abstract. Literature with appropriate abstracts was collected for further screening according to inclusion and exclusion criteria.

2.2. Inclusion and Exclusion

The literature obtained was then selected based on inclusion criteria. Studies that meet the requirements are studies that (1) have gone through a peer-reviewed process, (2) published during 2009-2019, (3) written in English, (4) there is a correlation coefficient (r) between each dimension, Work Engagement and Innovative Work Engagement, (5) there is information on the number of samples (n) and the characteristics of the participants. Incomplete data will be excluded from data analysis, (6) using measuring instruments that are the same or similar to each other.

2.3. Data Processing

The data were processed using the meta-analysis method. Meta-analysis is a statistical method to combine the results of independent empirical research studies [11]. The current meta-analysis using the Hedges-Olkin method resulted in combined correlation values, inconsistency (I^2), and publication bias. The literature obtained is summarized based on specific information provided such as author's name (including the year of publication), country, the number of samples, the average age of the sample, the scale of Work Engagement used, the scale of Innovative Work Behavior used, and correlation

coefficient (r) of Work Engagement and Innovative Work Behavior. All information is summarized in table 1.

Data was processed using the statistical software Stats-Direct 3.0 free trial version. The data entered are the author's name and year of publication, the correlation coefficient (r) between Work Engagement and Innovative Work Behavior, and the number of samples involved. A random-effect model was used with a 95% CI, given that not every study has the same effect size. The effect size correlation can be seen from the Hedges-Olkin random correlation. The combined correlation is considered small if <0.3 , medium if $0.3 < r < 0.49$ and high if $r > 0.5$.

Study heterogeneity was evaluated from the Cochran Q coefficient, calculated as a weighted sum of the squared differences between individual study effects and the combined effect across studies. Publication bias occurs when publication depends not only on the study's quality but also on the hypothesis tested, the significance and direction of the effects detected. Egger's bias value was used to test for publication bias.

3. RESULT

At the end of the study literature, 71 studies were found. Thirty-one studies were omitted due to irrelevant abstracts, resulting in 40 remaining studies for further selection. Six literature was omitted because the full-text version was inaccessible. Five studies do not show the correlation value for the correlation between Work Engagement and Innovative Work Engagement variables. Two studies use different items on the statistical measurement of the Innovative Work Behavior variable. One study was omitted because there was a duplication of sample data. In the end, 26 studies were deemed eligible. The study selection process is illustrated in Figure 1 below.

statistical measure used is the UWES [12], Salanova et al.'s [13], Lee et al.'s [14], Soane et al.'s [15], Tsai's [16], and Rich et al.'s [17], while the Innovative Work Behavior statistical measures used are Janssen's [5], Van Yperen et al.'s [18], Scott & Bruce's [19], Spiegelaere et al.'s [20], Gupta, Singh's, & Bhattacharya's [21], Jung & Yoon's [10], Tsai's [16], and Ng and Lucianetti's [23]. The correlation coefficient (r) of each study is described in Table 1.

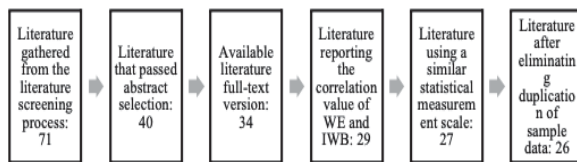


Figure 1 Journal Selection Flow for Meta-Analysis Studies

The current study involved 26 studies with a total of 12801 participants. The literature obtained came from various countries in Asia and Europe and was published between 2011-2019. The sample size also varies from 168 to 3098. The Work Engagement

Table 1. Summary of Literature Data

Authors	Country	N	Mean Age	Job	IWB Scale	WE Scale	r
[31]	Netherlands	262	N	Self-employed	Janssen's	UWES	0.40
[32]	Ireland	168	29	(cross-sectional survey)	Janssen's	UWES	0.46
[3]	India	979	30.4	Managers in service sector	Janssen's	UWES	0.38
[33]	China	193	NA	Supervisors in telecommunication company	Scott & Bruce's	Salanova et al's	0.47
[15]	United Kingdom	872	41.4	Recycling and waste management company	Janssen & Van Yperen's	Soane, Truss, Alfes, Shantz, Rees, & Gatenby's	0.39
[26]	Taiwan	267	NA	R&D engineers & supervisors	Janssen's	UWES	0.64
[34]	Ireland	192	29	(cross-sectional survey)	Janssen's	UWES	0.44
[9]	India	323	35.7	Manufacturing & pharmaceutical companies	Janssen's	UWES	0.34
[35]	Spain	180	42.1	Entrepreneurs	Janssen's	UWES	0.56
[36]	South Korea	296	NA	Various industries	Scott & Bruce's	UWES	0.65
[20]	Belgium	3098	39	Various industries	Spiegelaere et al's	Salanova et al's	0.41
[37]	India	393	36.6	Managers	Janssen's	UWES	0.44
[38]	Israel	419	39.4	Public sector organizations	Scott & Bruce's	UWERS	0.49
[39]	India	294	NA	Public sector banks	Hu et al's	UWES	0.51
[21]	India	467	42.1	(cross-sectional study)	Gupta, Singh, & Bhattacharya's	UWES	0.57
[40]	Pakistan	376	NA	R&D and IT sector	Scott & Bruce's	UWES	0.23

[41]	South Korea	290	NA	Hotels	Janssen's	Lee et al's	0.58
[24]	South Korea	400	NA	various industries	Janssen's	UWES	0.69
[10]	South Korea	383	NA	Deluxe (five-star) hotels	Jung & Yoon's	UWES	0.39
[16]	USA, UK, India	608	NA	Knowledge workers	Tsai's	Tsai's	0.56
[42]	India	603	29.5	IT	Janssen's	UWES	0.57
[43]	China	281	NA	Pharmaceutical, electronics, and automobile manufacturing	Scott & Bruce's	UWES	0.43
[44]	India	585	NA	Luxury (four and five star) hotels	Janssen's	Rich, Lepine, & Crawford's	0.26
[45]	China	263	NA	Marketing	Scott & Bruce's	UWES	0.25
[46]	China	377	NA	Nurses	Ng and Lucianetti's	UWES	0.50
[47]	Netherlands	232	NA	IT Company	Janssen's	UWES	0.30

3.1. Discussion

The results of the meta-analysis are consistent with the results of research which have so far been understood that there is a positive correlation between Work Engagement and Innovative Work Behavior. The result of the effect size, which is medium to large ($r = 0.46$) shows that there is a moderate relationship between Work Engagement and Innovative Work Behavior.

These findings illustrate that Work Engagement is not yet a strong single predictor of Innovative Work Behavior. Work Engagement can serve as a mediator based on the Job Demands-Resources (JD-R) Model and other research. In other words, other factors can lead to Work Engagement and further demonstrate Innovative Work Behavior.

Based on the JD-R Model, Innovative Work Behavior is explained as positive outcomes. The JD-R model assumes that job resources and personal resources can produce Innovative Work Behavior mediated by Work Engagement [24]. Previous researchers examined that Leader-Member Exchange as job resources has a positive relationship to

Innovative Work Behavior through Work Engagement [3].

Previous study explains that there is a mediating effect of Work Engagement [25]. Employees who show work engagement have a strong indirect influence on the relationship between Organizational Procedural Justice and Knowledge Sharing and Innovative Work Behavior. Work Engagement, together with other factors, namely Coping Capacity, can influence Innovative Work Behavior [26]. Employees who have high engagement will be more likely to behave innovatively by activating the Coping Strategy to face work challenges. Work Engagement fully mediates the relationship between Psychological Contracts and Innovative Work Behavior [27].

competence, relatedness, and meaning. By meeting these basic needs, employees will be stimulated to generate new ideas [30]. Furthermore, meeting the emotional needs of employees can encourage initiatives to empower within the organization so that it can ultimately strengthen innovative behavior [31].

3.2. Conclusion

The results of the statistical test show that Work Engagement and Innovative Work Behavior have a moderate effect size correlation. These results suggest that Work Engagement and Innovative Work Behavior have a significant but weak relationship. Work Engagement is not the dominant factor in the relationship with Innovative Work Behavior; other factors lead to the innovative behavior of employees at work.

In future studies, a research model should be used to examine the relationship between Work Engagement and Innovative Work Behavior. The relationship between the Work Engagement and Innovative Work Behavior can use the Job Demands-Resources (JD-R) model. The JD-R model assumes that job resources, personal resources, and job demands can produce Innovative Work Behavior mediated by Work Engagement.

This study has a limited small sample size, so it is necessary to be careful in generalization efforts. Heterogeneity arises due to the use of a measurement scale for each different variable and different participant backgrounds, thus affecting the results of the meta-analysis.

AUTHORS' CONTRIBUTIONS

DKS created the idea for the topic of the study, drafted, and edited the manuscript. AY created the idea for the method of the study. All authors interpreted the results and analysed the data, compiled the data and tables in the manuscript. AY & FCS oversaw the study as the professional and guided the writing of the manuscript. All authors have read and approved of the manuscript.

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[The Effect Size of Forgiveness in Hope and Life Satisfaction Among Adolescents Living with Imperfect Family Structure: Taking Anxiety Levels and Sex into Consideration](#)

Amalia Rahmandani, Yohanis Franz La Kahija, Lusi Nur Ardhiani

This study aimed to describe the differences in correlation of forgiveness and hope as well as life satisfaction according to anxiety levels and sex among adolescents living with the imperfect family structure. A total of 171 Indonesian teenagers

involved were students of a state vocational school in...

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Janice Valencia, Frikson Christian Sinambela

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Dian Veronika Sakti Kaloeti, Annastasia Ediati, W Syafei, J Ariati, A Prasetijo, A Kurnia, V Tahamata

Adolescents have shown significantly higher rates of mental health problems than the general public. Research has found the self-regulation is vital in preventing psychopathology. Further, the involvement of digital technology as one health support form is recognized as a promising alternative, especially...

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S Ayu Kurnia, Dian Veronika Sakti Kaloeti, Kwartarini Wahyu Yuniarti, Nanda Erfani Saputri

Hypertension is a major public health problem and the key risk factor for cardiovascular diseases in adults. This study aims to determine the effect of brief hypnotic induction methods on lowering hypertension in adults. The intervention method utilized in this study involved brief hypnotic induction....

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Online Cognitive-Behavioral Group Therapy to Enhance Self-Esteem in Romantic Relationship for Emerging Adult Women
Diajeng Tri Padya, Lathifah Hanum

Emerging adulthood is often linked with the development task to explore an intimate relationship with people around them, including establishing romantic relationships. However, individuals sometimes are hesitant to start a romantic relationship because of various reasons, and one of them is low self-esteem....

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The Effectiveness of Online Group Cognitive and Behavioral Therapy on Self-Esteem and Forgiveness in Young Adult Women after Romantic Relationship Break Up
Prawestri Bayu Utari Krisnamurthi, Lathifah Hanum

The end of a romantic relationship may impact an individual, one of which is low self-esteem that causes the individual to feel difficult, hesitant, and reluctant to start another relationship with a new partner. It also can affect the psychological well-being of the individual. Self-esteem is one crucial...

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The Impact of Self -Affirmation Towards Stress and Anxiety Levels

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Runjati Runjati, Annisa Septy Nurcahyani

Stress and anxiety during pregnancy has an impact on the risk of pregnancy, baby and birth. There is a need holistic care to cope with psychological adaptation during pregnancy. Self-affirmation by love card and deep breathing sounds to be part of holistic care but none of the study. This research aims...

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Psychological Distress Among Freshmen University Students

Alvin Alfiyan, Ishma Najya Zafira Purnama, Wyke Youlanda, Dian Veronika Sakti Kaloeti, Hastaning Sakti

Psychological distress is negative mental health, which can affect a person directly or indirectly over time. The psychological distress that emerges to the new students was related to the transition period, academic, and non-academic burdens experienced. The sample of this research was 3819 first-year...

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Measuring Acculturative Stress and General Self-Rated Health of Internal Migrant Students in Indonesia: Considering Social Identity Theory

Nugraha Arif Karyanta

Ethnic identity and national identity are aspects of social identity that bring with them pros and cons in relation to acculturative stress and individual health more generally. As a multicultural country made up of various ethnic groups, Indonesia places a high importance on the concepts of ethnic identity...

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Self-efficacy, Emotional Regulation, Communication Competence and Public Speaking Anxiety Towards Students

Zefanya Relita Trisnaningati, Frikson Christian Sinambela

Public speaking anxiety (PSA) is one of the most common forms of anxiety disorder, with about one in five individuals experiencing this level of anxiety. Students undergoing the learning process, especially before the final examination period, can experience this anxiety disorder. The factors mentioned...

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Bawinda Sri Lestari, Joniarto Parung, Frikson C. Sinambela

Students are required to be able to speak publicly. The ability to speak in public will make it easier for students to convey ideas, or suggestions and become a value-added skill for them. Based on literature studies there are several factors that influence public speaking anxiety, including self-efficacy...

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Effects of Neurofeedback Training on Anxiety Symptoms Among University Students

Jasmine Adela Mutang, Chua Bee Seok, Guan Teik Ee

Previous studies reported that university students are a population at risk of that mental health problems. The most common intervention for anxiety disorders are pharmacological and/or nonpharmacological strategies such as psychotherapies. Besides that, there is a growing interest neurofeedback training...

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Hetti Sari Ramadhani, Jatie K. Pudjibudojo, Lena N. Panjaitan

Youth character strengths becomes the front line for the nation's future generations to face future challenges, including during the Covid-19 pandemic. Previous research has shown character strengths in helping people and the nation cope the vicissitudes of Covid-19 pandemic. This research aims to identify...

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Novi Qonitatin, Erin Ratna Kustanti

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Shinta Wisyaningrum, Ignasia Epifani, Annastasia Ediaty

Pandemic COVID-19 brings tremendous impact on families, particularly on marital relationship. We reported finding on systematic review concerning how marriages survive against marital conflict during COVID-19 pandemic. Using the Google Scholar database, we searched articles using the following keywords...

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Fawwaz Mishbah Syibulhuda, Annastasia Ediati

The presence of COVID-19 as a global pandemic has triggered the implementation of several policies such as lockdowns to limit public interactions and controlling the spread of the virus. Meanwhile, pandemic also impacts business and jobs resulted in downsizing and reduced income, leading to increased...

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Devi Puspitasari, Jatie. K. Pudjibudojo, Hartanti

Divorce phenomenon all across the globe has shown significant increases, which also happens in Indonesia. Based on records from the Supreme Court, there were 480.618 divorces cases in 2019, with 25% cases filed by the husbands and 75% cases

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Dewi Widiastuti

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Venty Ratnasari Telaumbanua, Srisiuni Sugoto

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Ika Febrian Kristiana, Ermida Simanjuntak

Engaged Teachers Scale (ETS) is currently the only scale measuring teacher engagement. Although it has good validity when it was developed by Klassen et al

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Madihah Shukri

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Rusmalia Dewi, Joniarto Parung, Artiawati

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Excessive workload is appraised as hindrance stressor because it obstructs teachers' achievement in the workplace and then to a negative response like distress, the response would harm the work-life balance. Hence, this study aims to examine the relationship between hindrance stressor and work-life balance...

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The Influence of Work-Family Interface and Emotional Exhaustion on Turnover Intention Among Doctors in Malaysian Public Hospitals: Applying Affective Commitment as the Moderator

Ifrah Harun, Rosli Mahmood

Drawing from a Job-Demand and Resource (J-DR) model and Conservation of Resources theory (COR), this study aims to examine the moderating role of affective commitment in relation to work-family interface (WFI), emotional exhaustion (EE), and turnover intention. Particularly, this study examines how the...

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Tri Muji Ingarianti, Fendy Suhariadi, Fajrianthi

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Wyke Youlanda, Dian Veronika Sakti Kaloeti, S Ayu Kurnia

Parents are required to introduce traditions to their children and effectively instill local wisdom values in the next generation according to the culture of the area where they live. The role of Balinese parents as the first promotional agent to teach Balinese culture to their children, which involves...

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Ferdi Sapan Alextian, Sri Muliati Abdullah

Every year senior high school students are confronted with the career decision associated with college majors. Many senior students are unsure of the selected college choices because of the lack of social support from parents. This study aims to determine the effect of parental support on career decision...

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Samita Karunaharan, Charles Ganaprakasam, Tinagaran Selvarajah

Since parents are the prime source of a child's mental health development, the practice of inappropriate and impertinent parenting can lead to various psychological problems. Very few studies have been conducted to investigate the relationship between parenting styles and suicidal ideation among Malaysian...

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Putri Saraswati

Bullying victims have greater desire to develop themselves into a better person than the bully. In psychological terms, efforts to become a better person are called Personal Growth Initiatives (PGI). Individuals with good PGI will continue to strive to develop themselves. In this context, the PGI is...

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Family and Social Environmental Factors in the Effects on Family Resilience: A Systematic Literature Review

Yosika Pramangara Admadeli, Pascalis Muritegar Embu-Worho

Families often face extremely challenging experiences or crises caused by various factors. It is important to understand how family members give each other support when problems occur in the family, how one solve the problems, and how one rebuild their lives after the transition. Therefore it is crucial...

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A Case Study in Artisanal and Small-Scale Gold Mining Community in Tewang Pajangan, Central Kalimantan, Indonesia

Safura Intan Herlusia, Tannia Paramita, Vovia Witni, Budi Susilorini

COVID-19 can negatively impact family resilience as the pandemic causes social disruptions and mental distress, whether due to financial insecurity, physical distancing or confinement. Based on previous studies, such impacts were disproportionately felt by vulnerable families, including those with female...

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Devina Ratna Anggita, Costrie Ganes Widayanti, Kartika Sari Dewi

The study aims to reveal the dynamics of step-sibling relationship and its acceptance in families whose parents remarried after divorce. The study implemented qualitative systematic review research method to study on step-siblings from 2000 to 2020 (n =19 corpus; range of participants =11-33 years old)....

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"We Consider Him as a Menace to Our Family": Extended Family Variances in Attitudes Towards People with Schizophrenia

Ni Luh Kade Nadia Rastafary, Marselius Sampe Tondok

Schizophrenia is a psychotic mental disorder that causes psychiatric symptoms, such as confusion in thinking, emotions, perceptions, and deviant behaviour. The prevalence of schizophrenia/ psychosis in Indonesia was 6.7 per 1000 households. The highest prevalence distribution was in Bali and Yogyakarta...

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Afifah Chusna Az Zahra, Jainul Mukhaimin Nurofik, Mochammad Sa'id

The relationship between parents and millennial children is an example of inter-generational interaction that can raise communication problems in-between. One of its factors is the development of technology. The relentless globalization, along with the rapid technology innovation, creates something called...

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Caregivers Feeding Styles for Children 6-20 Months of Age in Rural Areas Wonosobo District Central Java Indonesia

Hadi Ashar, Ina Kusriani, Leny Latifah, Dyah Yunitawati

Caregivers feeding style is one of the efforts in preventing malnutrition. It not only fills the nutrition needs to grow but also, psychologically, fills the affection that will support the child's growth and development. The purpose of this study is to know the feeding style to the children and the...

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Abdi Winarni Wahid, Fuad Nashori

The objective of this study was to examine the effectiveness of the listening training on Al-Qurán Surah Ar-Rahman murottal in increasing positive emotions in informal

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Dinie Ratri Desiningrum, Dewi Retno Suminar, Endang Retno Surjaningrum

Parents of children with autism spectrum disorder (ASD) experience greater levels of stress, anxiety, and depression than parents of children with other developmental disorders. Mothers experience stress in caring, while loving care is needed, which in this study defined as compassionate love, to optimize...

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Sri Asih Andayani, Jatie K. Pudjibudojo, Evy Tjahjono

Subjective well-being (SWB) is a key to a prosperous life. All married couples expect to deliver physically-normal babies. Unfortunately, some families have special need children. In general, the number SWB parents of children with special needs are lower than SWB parents with typical children. Factors...

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Relationship Between Husband Social Support and the Resilience of Mother of Children with Autism Spectrum Disorder (ASD)

Sarah Aurelia Saragih, Marisa Fransiska Moeliono

Mothers with ASD children face daily adversity that translates into a high level of stress due to the symptoms the child has. Mothers must overcome all the challenges and adversity by having resilience. Resilience held by mothers is formed from external factors, namely social support from their spouse....

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Sexual education in Indonesia is remained Taboo, so many parents and schools do not have the awareness to provide sexual education to the children. However, some families tried to educate their children about sexuality. This study answers questions raised which how parents are involved in providing sexual...

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As the coronavirus (COVID-19) pandemic sweeps across the world, it has a profound effect on human psychological and daily life. However, fewer studies are focusing on children's psychological states. The purpose of the present study aimed to examine the children's psychological state and their emotions...

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Incarceration is an experience that is torturous, severe, full of suffering, frightening, worrying and full of pressure for both the prisoner and the whole family. Good adaptability is needed to face the dynamic changes that are stressful and challenging so that they can recover quickly and can maintain...

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Kholifah Umi Sholihah, Dian Veronika Sakti Kaloeti, Adi Dinardinata, Rahmadian S Laksmi

The relationship between husband and wife is an essential thing in marriage. However, there is a special circumstances that have significant effect in marriage, such as imprisonment. The relationship will face many quandaries. This study explores the perception of prisoners toward their marriage and...

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Talitha Lintang Pertiwi, Dian Veronika Sakti Kaloeti

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Achmad Mujab Masykur, Adi Dinardinata

Being a prisoner in prison is certainly not everyone's dream. Imprisonment is an experience that is torturous, severe, full of suffering, frightening, worrying, and full of pressure for the prisoner. Good adaptability is needed to face the dynamic changes that are full of pressure and difficulties so...

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Julia Suleeman

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The Risk and Protective Factor in the Resilience Development of Indonesian Navy Soldier's Wives

Wiwik Triwidiyanti, R Yusti Probowati, Andrian Pramadi

One of the stressors for soldier's wife that potentially affect their mental health is the deployment or assignment of their husband for 3-12 months apart from his wife and children. Wives of soldiers must have resilience, the ability to survive or bounce back from the stresses of life. The aim of this...

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Leadership Style & Management System in Family Business for Z Generation Workers

Aulia Risky

In Indonesia, family businesses still dominate the industrial world, based on the results of a survey by Price Waterhouse Cooper (PwC) in 2014, more than 95% of businesses in Indonesia are family owned. Family businesses usually adopt and maintain the initial values set by the owner who acts as the founder...

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Paulus Eddy Suhartanto, Markus Hartono, Frikson Sinambela

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Mirwan Surya Perdhana, Dian Ratna Sawitri, Danang Edmirendy Surya Permana

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Work Engagement and Innovative Work Behavior: Meta-Analysis Study

Devietha Kurnia Sari, Ananta Yudiarso, Frikson Christian Sinambela

Work Engagement is referred to as the motivation employees have in involving and being enthusiastic about their work. An engaged employee will positively involve and strive to contribute to the organization through higher productivity, efficiency, and vast innovation. A motivational condition such as...

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Proceedings Article

Employee's Perception of Voicing: Does the Organization Really Provide Voice Channels?

Unika Prihatsanti, Seger Handoyo, Rahkman Ardi

This study aims to explore the employee voice in organizations based on the channel chosen. 151 employees from various companies in Indonesia who volunteered to be involved in this research (43,7% Male, 56,3% Female; 17,9% secondary-diploma, 59.6% Bachelor, 22,5% Master; Mean age=30,41, SD=7,68) answered...

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