



## **THE INFLUENCE OF MINDFULNESS AND SOCIAL CONNECTEDNESS IN STRENGTHENING JOB EMBEDDEDNESS THROUGH SUSTAINABLE WELL-BEING AS A MEDIATOR VARIABLE AT INDUSTRIAL ESTATE AREA - BEKASI REGENCY**

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### **ABSTRACT**

*This research aims to identify of Mindfulness, social connectedness and Sustainable Well-Being as intervening variable to strengthen Job Embeddedness. This study adopted a quantitative approach and collected data from 197 respondents and used random sampling. In this study the proposed model uses a structural equation model with assisted data processing using Smart-PLS software. Sustainable well-being is only influenced by mindfulness and social connectedness. Others variable do not have an impact not only on sustainable well-being, but also on job embeddedness. Mindfulness and social connectedness also do not have a direct effect on job embeddedness but are mediated through the role of sustainable well-being.*

*This research further deepens the conceptualization of mindfulness into internal consciousness, closed external consciousness, and open external consciousness. This research also adds to existing knowledge about the role of social influence in the formation of work attachment. Moreover, this study defines the importance of the concept of sustainable well-being because this concept captures a dimension of giving that has never been used as part of the concept of well-being before, although various studies show that giving behaviors such as giving alms or volunteering, improve one's well-being.*

*Prosperity and sustainability are two big goals in life but they are often at odds. Because of this conflict, recently a new concept has emerged which seeks to make the two aspects synergistic, called sustainable well-being. The concept of sustainable well-being takes into account the welfare that arises from receiving, enjoying, and giving resources. This concept is theoretically and empirically still undeveloped, and the main objective of this dissertation is to*

*examine the determinants and consequences of this concept. This general objective is aligned with current development needs in increasing employee embeddedness to generate shared economic benefits consistently and sustainably. Due to these considerations, the determinant factors examined are directly related to human resource development in the industrial context. Three determinants are proposed: job insecurity, mindfulness, and social connectedness, while job embeddedness is proposed as a consequence. Specifically, this study aims to analyze the effect of job insecurity, mindfulness, and social connectedness on sustainable well-being and their impact on job embeddedness.*

*Data were collected from employees who work in the assembly and repair sector in the KITIC Industrial Area, Bekasi Regency. Data were analyzed using a structural equation model with the help of Smart-PLS software. The results of the analysis show that sustainable well-being is only influenced by mindfulness and connectedness. Job insecurity does not have an impact not only on sustainable well-being, but also on job embeddedness. Mindfulness and social connectedness also do not have a direct effect on job embeddedness but are mediated through the role of sustainable well-being. The results of this research have implications for the importance of increasing employee mindfulness, social connectedness, and sustainable well-being to increase job embeddedness.*

**Keywords:** *mindfulness, social connectedness, sustainable well-being, job embeddedness, job insecurity, employee well-being, productivity*

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## **INTRODUCTION**

Nowadays human life is getting more prosperous and advanced. To achieve this prosperous life, humans should be able to live in harmony with nature, but on the other hand, this progress makes the impact on global warming more threatening and makes damage worse in various places in the world. In fact, this aspect results in long-term prosperity. However, on the other hand, the impact of well-being on employees and organizational outcomes varies. This can happen because well-being is conceptualized in a limited and hedonistic way through subjective concepts of well-being. Based on these two issues, the researchers conceptualized sustainable well-being (see also Lelkes et al., 2021; Tuzovic & Kabadayi, 2021).

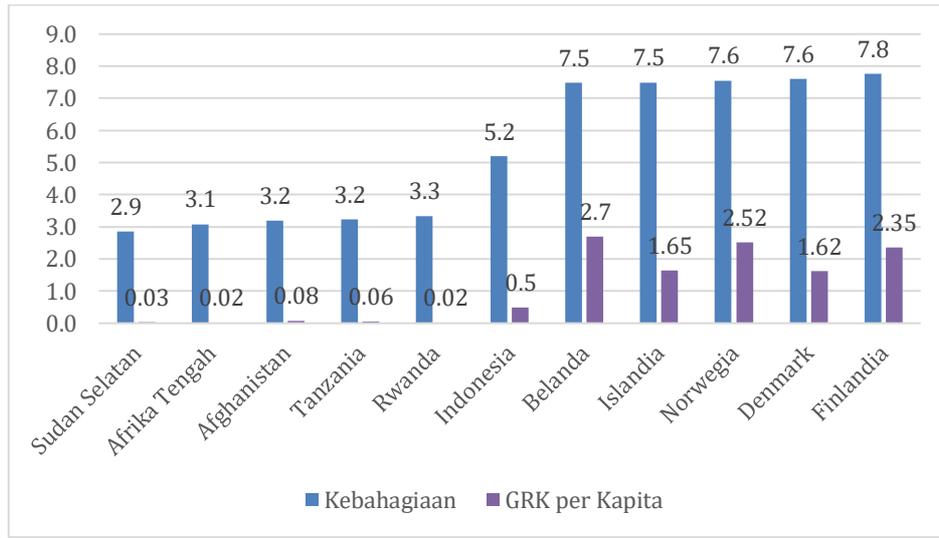
Happy and prosperous people will work happily and can increase productivity (Hussinki et al., 2018). On the other hand, as a social human being, good interaction and relationships with the environment and people around him are needed. A person's concern as a social creature will make it easier for him to achieve a prosperous life so that this can increase work commitment for everyone, especially employees to their work institutions (see also Lelkes et al., 2021).

Connecting with family, friends, neighbors and peers who are often encountered at work as part of social relationships is an important factor in the path to sustainable prosperity (Ang et al., 2017). Encourage collaboration and teamwork by creating opportunities for employees to work together on projects, brainstorm ideas, or solve problems. The effect of social connectedness on

our lives is so strong that when we feel rejected or suffer some other type of negative social interaction, our brain feels “hurt” in the same way than when we feel physical pain. Social pain is more similar to physical pain than we think(see also Rose et al., 2019)

Based on these two problems, researchers conceptualize sustainable well-being. However, until now no one has tested the determinants and consequences of the concept of sustainable welfare. Even though this concept may be the answer to both problems. In this study, social awareness and relationships are determinants of sustainable well-being and employee work attachment as a consequence of sustainable well-being.

Human activities contribute to global warming by increasing the greenhouse effect. Dari data GRK (Helliwell et al., 2019) The happiness and greenhouses of some countries can be seen in the table below:



**Figure 1. Happiness and Greenhouse Gas Pollution in a Number of Countries (Helliwell et al., 2019)**

Meanwhile In the graph below, the well-being level of citizens is mapped against their GHG contribution. It can be seen that there is a consistent upward trend with a degree of determination of up to 71.2% ( $R^2 = 0.712$ ). That is, it is almost statistically certain that the higher the nation's well-being, the higher the GHG emissions they give to the world as a whole.



## **Figure 2. Relationship between well-being and GHG Emissions**

Source: processed from Climate Watch data, 2020; and (Helliwell et al., 2019)

The concept of well-being has also been brought into the workplace in the workplace well-being concept. However, when this is brought into the world of work, the question arises as to whether the sustainability well-being of an employee can contribute to productivity as well as to self-beneficial outcomes for the company.

Happy employees increase the happiness of consumers, so that consumers are more loyal to the product (See also Hussinki et al., 2018) . On the other hand, there is also a group of employees whose productivity decreases when they are happy, while on the other hand, there is a group of employees whose productivity increases when they are sad (Coo et al., 2020). Happy employees improve the company's reputation in society (see also Hussinki et al., 2018)

Research on social resources shows that social relations make employees more embedded in their work (Jia et al., 2020). This can be supported even more strongly by CSR activities that bring the social networks of the surrounding community closer to employees.

In filling this gap, this study has at least some novelty because the variables in this study have never been examined together at once. This is especially because the intermediary variable in this study, sustainable well-being, is a new variable that has never been studied inferentially with other variables.

## **LITERATURE REVIEW**

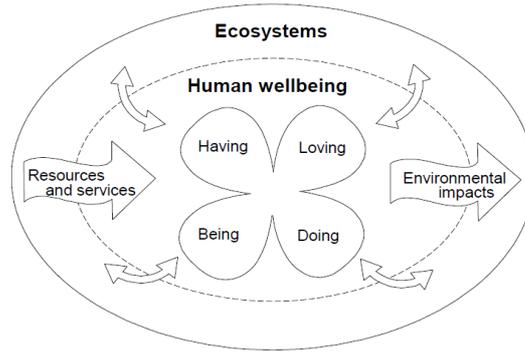
The main theory in this study is the theory of sustainable well-being from (Helne & Hirvilammi, 2022) Continuous welfare theory asserts that welfare comes from the smoothness or efficiency of the process of receiving, enjoying, and giving resources to and from the surrounding environment. In the context of current research, these resources are drawn from resource conservation theory which proposes the existence of three types of resources that determine a person's well-being in living his life: (1) physical and financial resources, (2) emotional, motivational and cognitive resources, and (3) social resources (Jia et al., 2020)

Awareness is also part of resource input in sustainable well-being theory. Resource conservation theory states that awareness provides employees with personal resources that make them more tolerant of job resource loss and more aware of alternative resources to work in the surrounding environment, while providing motivation to perform within and outside their role (Liang et al., 2022). This means that consciousness can be related as a form of mental resources (emotional, motivational, and cognitive) that become input for well-being (see also Hsieh et al., 2021).

On the other hand, according to the perspective of sustainable human resource management, to be able to improve employee outcomes such as performance, employees must first feel well-being. This paradigm is different from the old thinking that employees must first increase their work output to achieve well-being (e.g. getting a salary). Studies reveal that sustainable human resource management practices increase employee resilience, which in turn drives employee engagement and ultimately performance (Lu et al., 2023). Another study shows that employee resilience is an impact of well-being and that resilience has an impact on work attachment (Eslamlou et al., 2021) (see also Ahmad et al., 2022). So, there are mechanisms that allow well-being to affect job embedded.

From the theoretical framework above, these three types of resources, it can also be conceptualized that human sustainable welfare comes from these three types of resources (financial, social, and mental) that are received and enjoyed and then shared back into the environment and this research focuses on the first three stages where resource factors such as the

presence of psychological/mental resources (Awareness), affect sustainable welfare, which in turn impacts job embedded (see also Lelkes et al., 2021)

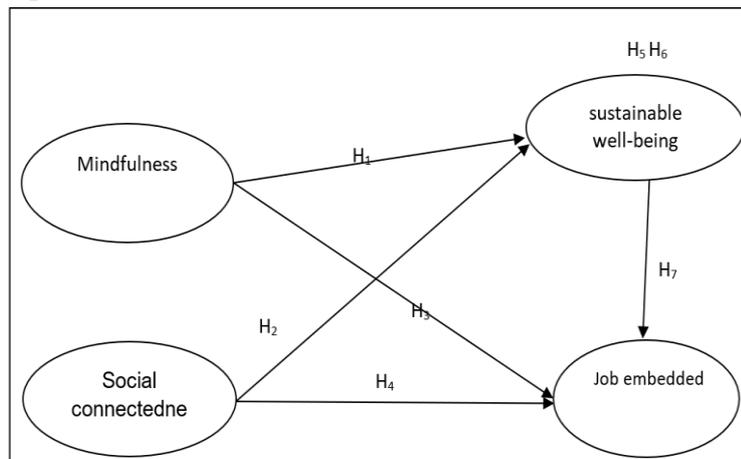


**Figure 3. The theoretical framework of sustainable well-being**  
(Helne & Hirvilammi, 2015)

## METHODOLOGY

### Research design

This research design is a quantitative design. Specifically, the quantitative design used by this study is a correlational design, where the relationship between a number of variables is examined but the value of the research variables is collected at the same time and this is different from the causal-comparative design which also checks the relationship between a number of variables, but the value of the research variables is collected at different times (longitudinal) so it is necessary to make comparisons between times.



**Figure 4. Research model**

In particular, the researchers hypothesized that attention, and social connectedness affect employees' ongoing well-being as well as their jobs, and the ongoing well-being associated with job embedded.

### Research participants

The population in this study is employees in industrial estates in the Bekasi district area. The total number of employees is 4,000 people. As many as 16% is 480 employees work in the assembly and repair sector, and the sample size for a population of 480 people according to Isaac and Michael's table is 279 for an error rate of 1%, 202 for an error rate of 5%, and 173 for an error rate of 10%. In this study, researchers decided to use a 5% error rate as in general quantitative

research. After the data collection process was carried out, this study managed to collect data from 197 people. Although this value does not reach 202 people, this value is still at an error level of around 5%.

The individual sample consisted of 197 people including 98 or 49.7% women and 99 or 50.3% men. The highest proportion of respondents were in the age range of 19-28 years, which is 80% of the total respondents. The youngest respondent was 19 years old while the oldest was 55 years old and the average age score of respondents was 26 years.

**Table 1**  
**Participants based on Range Age**

<b>Age Range</b>	<b>Qty</b>	<b>Percentage</b>
19-28 Yo	157	79,7
29-38 Yo	22	11,2
39-48 Yo	15	7,6
49-58 Yo	3	1,5
Total	197	

Source : Data analysis

The majority of respondents have a working period of 0-2 years, which is 108 people or 55%, and there are 11 respondents or 6% who have a working period of more than 10 years.

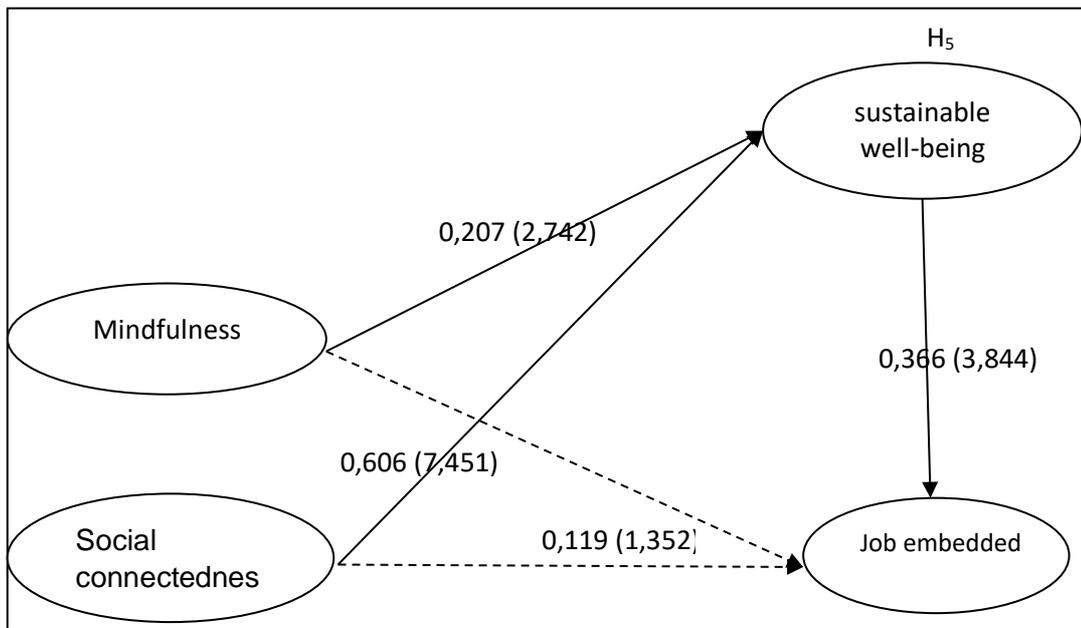
**Table 2**  
**Participant based on Work experiences**

<b>Masa Kerja</b>	<b>Jumlah</b>	<b>Persentase</b>
0-2 Year	108	54,8
3-5 Year	51	25,9
6-8 Year	24	12,2
9-10 Year	3	1,5
> 10 Year	11	5,6
Total	197	

Source : Data analysis

## **RESULTS AND DISCUSSION**

The following figure shows which effects are significant (marked by solid lines) and which are not (marked by dotted lines) based on the analysis of the structural equation model using SmartPLS software. The values on the lines indicate the path coefficients and t-values. The effect is said to be insignificant if the t-value < 1.96.



**Figure 5. Hypothesis Test Results**

Based on the results above, it is concluded that sustainable well-being is only influenced by mindfulness. Work embedded is indeed a consequence of sustainable well-being and sustainable well-being fully mediates the influence of mindfulness on work embedded.

**Discussion**

In general, the findings of this study support theories of sustainable well-being, resource conservation, and welfare-based human resource management. The model suggests that sustainable well-being has determinants of emotional and social resources, whereas financial resources are not important determinants, suggesting that non-physical aspects play a more important role in promoting worker well-being than physical aspects. Motivational factors seem to be more dominant in supporting sustainable well-being.

**Awareness Affects Sustainable Well-Being**

The coefficient of the pathway from mindfulness to sustainable well-being reached 0.207 which is associated with a significance level of 0.006. This value is less than 0.050, indicating a significant effect. These results mean that mindfulness does have a significant positive influence on sustainable well-being.

These findings contribute to calls for further research into the influence of mindfulness on various psychological positive outcomes (Eby et al., 2019; Cudesia, 2019). Previous research has found hints that mindfulness contributes meaningfully to the sustainable well-being of individuals, communities, organizations, and societies in the times we live in today (Crane, 2022).

The dimension with the highest mean is closed external mindfulness with a mean of 3.25 while the lowest average is internal mindfulness with a mean of 2.83. The highest standard deviation is in the closed external mindfulness dimension of 0.992 while the lowest is open external mindfulness with a deviation of 0.919. The open internal and external dimensions of mindfulness have low achievement while closed external awareness has medium achievement. The achievement of the overall mindfulness variable is low.

**Table 3**  
**Level of Achievement of Dimensions and Variables of mindfulness**

<b>Dimension</b>	<b>Average</b>	<b>Deviation</b>	<b>TCR %</b>	<b>Criterion</b>
Internal Awareness	2.83	0.965	56.6	Low
Closed External Consciousness	3.25	0.992	65.0	Medium
Open External Awareness	3.07	0.919	61.4	Low
Awareness	3.05	0.786	61.0	Low

In addition, awareness also leads to lower materialistic values and increase gratitude for what you already have right now (Helne & Hirvilammi, 2022). Both flowing experiences, gratitude, and low materialistic values are three important factors in creating sustainable well-being (Isham & Jackson, 2022)

**Social Influence Affects Sustainable Well-Being**

The coefficient of social influence pathways with sustainable well-being has a high value and high significance as well. The results of the analysis revealed that social influence has a very significant influence with a significance close to 0.000, much lower than the maximum significant limit of 0.050. The coefficient of this path of influence is also high, amounting to 0.606. It can be concluded that social influence has a significant effect on social welfare.

Meanwhile, social influence has three dimensions, namely intimate social relationships, relational social relationships, and collective social relationships. The dimension with the highest mean is relational social relations (4.17) while the dimension with the lowest mean is collective social relations at 3.62. The largest deviation is intimate social relations at 1.222 while the lowest deviation is relational social relations at 0.862.

The dimensions of intimate and collective social relationships have moderate achievement while relational social relationships have high achievement. Overall, the social influence variable has moderate achievement.

**Table 4**  
**Level of Achievement of Social Influence Dimensions and Variables**

<b>Dimension</b>	<b>Average</b>	<b>Deviation</b>	<b>TCR %</b>	<b>Criterion</b>
Intimate social relationships	3.84	1,222	76.8	Medium
Relational social relationships	4.17	0.862	83.4	High
Collective social relations	3.62	0.916	72.4	Medium
Social influence	3.88	0.943	77.6	Medium

These actions create well-being in the feelings of the person performing them and are one of the characteristic dimensions of sustainable well-being. A commonly used explanation is that social influence is a basic human psychological need ((Richardson et al., 2020) When these needs are met, a sense of well-being arises. The current research is in line with the theory and previous research.

## **Sustainable Well-Being Affects Job embedded**

The effect of continuous well-being with work attachment is a very important influence to test because it bridges the independent variables against the dependent variables in this research model.

In this study, all independent variables did not have a significant direct effect on work attachment, so vital for sustainable well-being had a significant effect on work attachment.

After data analysis was conducted, continued well-being was found to have a significant effect on job embedded. This is evidenced by the path coefficient reaching 0.366, associated with a significance value of 0.000 which means very significant. In line with these findings, there is the potential that sustainable well-being becomes a bridge for mindfulness and social influence in increasing job embedded.

Sustainable Well-Being consists of three dimensions: receiving, enjoying, and giving. The receiving dimension has a high achievement but the enjoying and giving dimension has a medium achievement. In line with this, the level of sustainable well-being of respondents falls into the medium criterion. Receiving is the dimension that has the highest mean of 4.05. Giving has the lowest mean of 3.49. The dimension with the largest deviation is receiving by 0.998 while the lowest is giving by 0.950.

**Table 5**  
**Level of Achievement of Sustainable Well-Being Dimensions and Variables**

<b>Dimension</b>	<b>Average</b>	<b>Deviation</b>	<b>TCR %</b>	<b>Criterion</b>
Receive	4.05	0.998	81.0	Tinggi
Enjoy	3.90	0.969	78.0	Sedang
Give	3.49	0.950	69.8	Sedang
Welfare	3.81	0.865	76.2	Sedang

None of the determinants of well-being had a direct effect on job embedded. Previous research used well-being as a moderator in the effect on work engagement. However, this research model treats sustainable well-being as a mediator.

Studies have indirectly shown that well-being can increase positive behaviour in the workplace (Iqbal et al., 2022). Also included in this positive condition is the absence of work stress or burnout (see also Iqbal et al., 2022)

## **Social Influence Has No Effect on Work Attachment**

The coefficient of social connectedness on job embeddedness is only 0.119 with a significance level of 0.177 which means it is still far below the meaningful level of influence, which is a maximum of 0.050. These results suggest that social influence does not have a significant direct role in improving employee engagement.

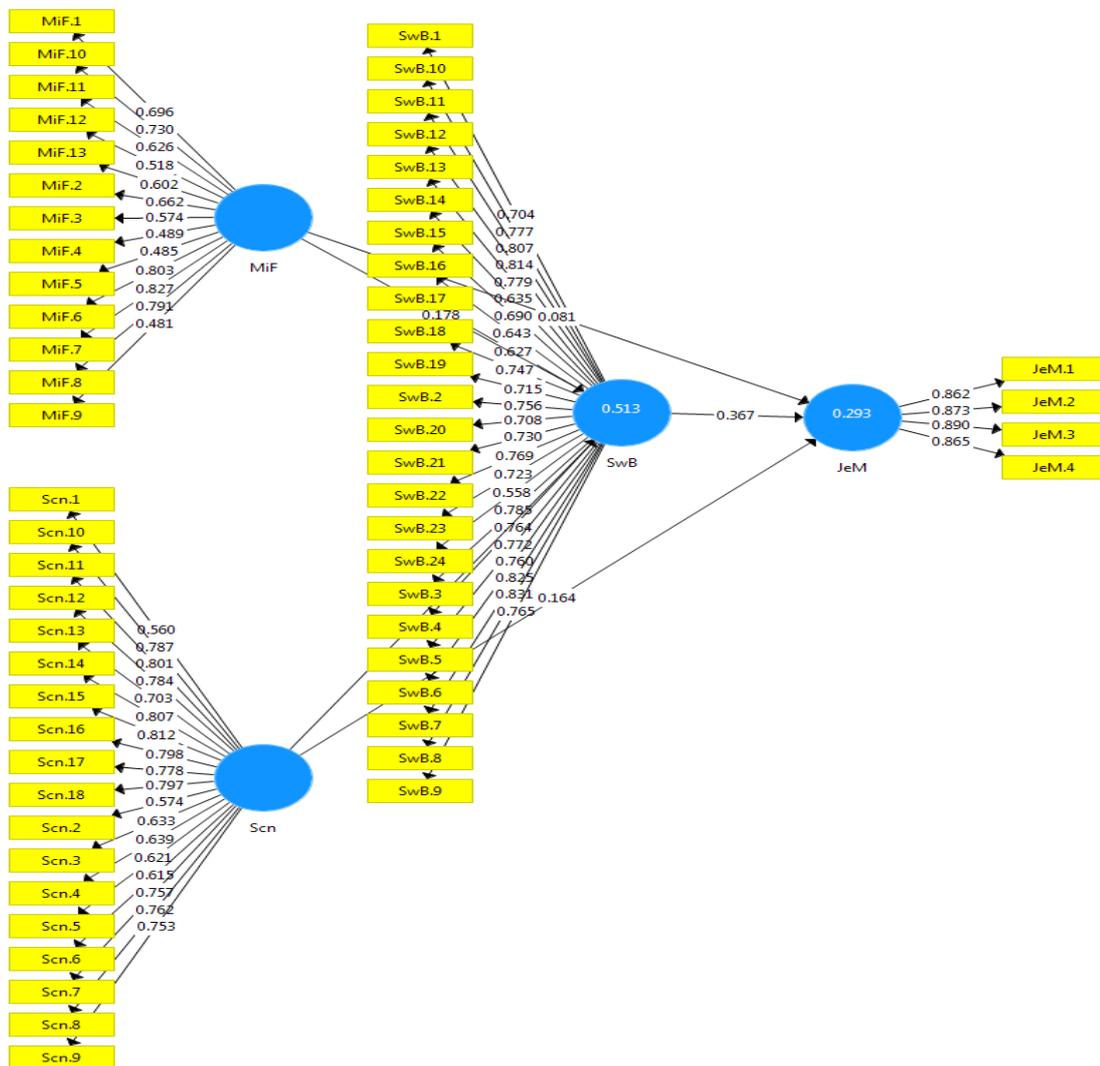
This finding contradicts the assumption that self-esteem exerts an influence on work attachment because it is hypothesized that social influence can affect work attachment through self-confidence.

Job embedded is unidimensional variable. The mean value of this variable is 3.04 which means it is low (TCR = 60.8%). The standard deviation of the work attachment variable is 1.151.

**Table 6**  
**Achievement Level of Dimensions and Job Embedded Variables**

Dimension	Average	Deviation	TCR %	Criterion
Job Embedded	3,04	1,151	60,8	Rendah

A possible explanation for the insignificant effects of mindfulness on job embedded is that mindfulness is not something prudent in the context of job embedded. mindfulness is not always positive: it can cause a negative emotional state that drives the intention to leave a job if indeed one views quitting as a fair way out in the face of working conditions that are considered unfair. In this study, it is possible that some conscious individuals had negative or conflicting conclusions about work engagement, i.e. felt relieved to stop working.



**Figure 6. Result Analysis (using Smart PLS)**

Insignificant findings between social influence and work engagement can be explained by capturing the social context present in social influence. That is, there are several types of social influences and not all social influences can have an impact on Job embedded. Romantic social influences with partners or strong influences with family may have no effect on Job embedded while social influences with neighbours and co-workers have significant influences.

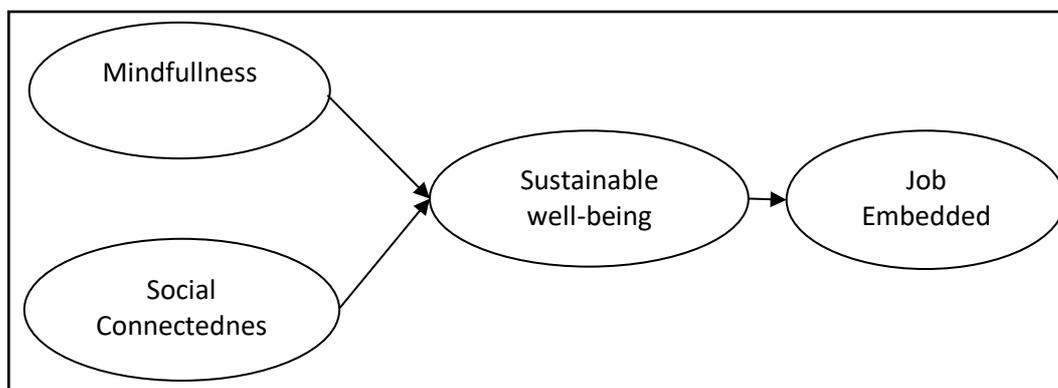
## CONCLUSION

### Conclusion

1. Mindfulness of increasing sustainable well-being. This finding indicates that emotional resources are important for well-being and non-physical aspects play a more important role in promoting worker well-being.
2. Awareness promotes sustainable well-being. This finding indicates that emotional resources are important for well-being and non-physical aspects play an important role in promoting employee well-being.
3. Mindfulness does not enhance the job embedded. A possible explanation for the insignificant effects of mindfulness on embedded work is that mindfulness is not something prudent in the context of work engagement.
4. Social influence does not increase work attachment. Insignificant findings between social influence and work attachment can be explained by capturing the social context that exists in social influence. That is, there are several types of social influences and not all social influences can have an impact on work attachment. Social influences that are romantic with a partner or strong influences with family may have no effect on work attachment while social influences with neighbors and co-workers have a significant effect.
5. Continuing well-being increases job embedded. These findings support the theory of resource conservation, sustainable well-being, and well-being-based HR management perspective.
6. Continuing well-being mediates the influence of mindfulness and social connectedness on job embedded. These findings indicate that sustainable well-being fully mediates the influence of social connectedness on job embedded.

In closing, the following figure is the final model of this study. it can be seen that the mindfulness and social connectedness do not have a direct but indirect effect on work engagement. In this case, sustainable well-being becomes an important mediator in the indirect influence of mindfulness and social connectedness on job embedded.

The final model in this research as follows:



**Figure 7. Final Model**

### Implications

By examining the influence of mindfulness and social relationships on well-being and ongoing work engagement, this research contributes to the still limited knowledge about the impact of mindfulness, social relationships on individuals and organizations. This research further deepens the conceptualization of consciousness into internal consciousness, closed external consciousness, and open external consciousness.

This research also adds to existing knowledge about the role of social influence in the formation of labor plants. Moreover, this study underscores the important value of the concept of sustainable well-being because it captures dimensions of giving that have never been made part of

the concept of well-being before, although various studies show that giving behaviors, such as giving alms or volunteering, improve one's well-being.

### **Recommendation**

For practitioners, the results obtained by this study point to the need to implement efforts to improve the continued well-being of employees to encourage them to engage in their work. In addition, the conclusions drawn from this study should be seen as an encouragement for companies to create programs that raise awareness for employees such as religious activities in the company environment. The results of this study also have important implications for designing psycho-social strategies and interventions that can strengthen social influence and the potential for social support in them.

For future studies it is necessary to use a longitudinal approach that observes samples at several times and variable measurements are carried out at different times or causation is measured at different times. In addition, future research may break down the variables studied in this study into their dimensions so that insignificant influences can be investigated further. Comparative studies can be conducted using different instruments to measure the variables in the study.

Another recommendation is the need for further research aimed at developing instruments that can be important research to understand concepts in this study such as the concepts of sustainable well-being and other variable. Further research is also needed to investigate whether the influences in this research model apply to different contexts such as in other countries or workers in other sectors.

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