

The Influence of Job Happiness and Innovative Work Behavior on Employee Performance

Wa Pala¹; ✉Marwan Man Soleman²; Rahmat Sabhari³

^{1,2,3}Khairun University, Indonesia.

¹wapala21@gmail.com, ²marwan.s@unkhair.ac.id, ³rahmat.sabuhari@unkhair.ac.id

| ARTICLE INFORMATION | ABSTRACT |
|--|---|
| Received: 01 January 2023 Revised: 10 February 2023 Accepted: 25 April 2023 <i>Keywords:</i> Job Happiness, Innovative Work Behavior, and Employee Performance. | This study aims to analyze and determine the effect of both partial and simultaneous job happiness and innovative work behavior on employee performance. This study's sample number was 76 employees at the North Maluku Central Bureau of Statistics (BPS). The analytical test tool uses SPSS version 27. The results of this study indicate that: (1) job satisfaction has a positive and significant effect on employee performance. (2) innovative work behavior positively and significantly affects employee performance. (3) work happiness and innovative work behavior together have a positive and significant effect on employee performance. |

INTRODUCTION

One of the factors that influence the success of a company is the performance of its employees. Performance is the result of work achieved by a person or group of people in a company/agency in accordance with their respective responsibilities-respectively (Afandi, 2018: 83; Sumakud and Irvan, 2021: 430). The performance referred to by Bastian (2001: 392) is carried out to realize the goals, objectives, vision, and mission of the organization in the formulation of an organization's strategic scheme. Skills, experience, sincerity, and time efficiency determine the achievement of one's performance (Hasibuan 2011), meanwhile, employee performance can also be influenced by work

happiness factors. Job happiness is shown by the feeling of comfort an employee can improve his performance (Astrama et al., 2019). The higher the happiness of employees at work, the higher their performance will also be. Edgar et al., (2018) said that employees' feelings of happiness or positive emotions at work can improve their performance.

According to Pryces and Jones (2010: 137), happiness at work is a person's positive feelings at any time, because they can know, manage and influence the world of work so as to develop performance and provide satisfaction while working. Happiness at work is a positive emotion and positive activity that is felt by individuals consciously to give full attention to work so that they can increase their performance and potential

optimally. However, there is a research contradiction that happiness at work has a negative and insignificant effect on employee performance (Pratama, 2019) while Sumakud and Irvan (2021) in their research found that job happiness has a significant effect on employee performance.

Innovative work behavior is also very much needed by the organization. According to Shalley et al., (2004), competition in a company can be created if there is innovative work behavior and there is a willingness from managers to support it. Every company must view that it is important to motivate employees so that their performance increases through innovative and creative behavior (Demircioglu and Audretsch, 2017). De Jong & Hartog (2010) said that innovative work behavior is a form of behavior whose goal is to achieve the initiation and recognition of an idea, process, procedure, or new ways that are useful for the organization. This innovative work behavior is supported by the research findings of Hadi et al. (2020) that innovative behavior has a significant positive effect on employee performance,

Based on the explanation above, the purpose of this study was to analyze and determine the effect of job happiness and innovative work behavior both partially and simultaneously on employee performance.

LITERATURE REVIEW

1. Employee Performance

Performance is the level of achievement of the implementation of an activity to realize the goals, objectives, mission, and vision of the organization in the formulation of an organization's strategic scheme (Bastian, 2001, Ronaldo et al., 2019). The work results of an employee will determine the overall success of the influential factors in determining whether a person will work as well as possible or vice versa (Katili et al., 2021). According to Handoko (2001: 193), there are several factors that affect employee performance, namely: a). Motivation. An important driving factor that causes individuals to work is the desire that must be fulfilled. It is this desire that drives a person to work and get good results in his work; b). Job satisfaction. Job satisfaction describes a person's feelings towards

his work. This can be seen from the positive attitude of employees towards work and what they face in their work environment; c). stress level. Stress is a condition that affects one's emotions and thought processes. Stress levels that are too high can threaten a person's ability to deal with the environment so that it interferes with their work performance; d). working conditions. The working conditions that can affect performance are the workplace, air circulation, and lighting in the workspace; e). Compensation system. Compensation is remuneration received by a person for what he has done for the company; f). job design. Job design is a function of determining the work activities of an individual or group of employees organizationally.

2. Work Happiness

Happiness in life is a concept that refers to the positive emotions that a person feels as well as positive activities that are liked by that person (Seligman, 2005). Ordinary life happiness is characterized by more positive effects than negative effects that a person feels. Happy people will be healthier, more successful, and easy to socialize with (Lyubomirsky and Diener, 2005), while Diener, Scollon, and Lucas (2003) also say that the term welfare is a scientific term for happiness. This term is used by scientists. Work is one of the living environments to get happiness, work is also one of the developmental tasks of adulthood that must be fulfilled (Putri, 2009). According to de Waal (2018), Job happiness can make the organization more attractive. Job happiness, which is described as an employee's feeling of comfort, can improve his performance (Astrama et al., 2019). Job happiness is a positive emotion or feeling comfortable at work that is owned by an employee at work.

According to Wulandari (2014), there are five factors that influence happiness at work, namely: 1) Positive relationships with other people. The relationship between one person and another is not just a passive relationship but an activity that develops more productive, constructive, and satisfying results; 2) Achievements. The business results achieved from what is done or what is attempted; 3) Physical work environment. Everything that is around the

workers can influence them in carrying out the tasks assigned with adequate work equipment such as lighting, and air temperature; 4). Compensation. Everything that workers receive as remuneration for the work done, and; 5. Health. State of well-being physically, psychologically, and social activities that enable a person to live productively socially, and economically. In addition, there are two factors that influence employee job happiness, namely: 1) Factors that come from within a person such as individual personality, consistency between job expectations and one's own abilities, and; 2. Factors that come from outside a person such as an uncomfortable work environment and high workload.

Previous research has found that job happiness has a positive and significant effect on employee performance (Yasa et al., 2021; Mangowal et al., 2020; Ronaldo et al., 2019; Katili et al., 2021; Sumakud and Irvan, 2021). Meanwhile, Pratama's research (2019) yields different results that work happiness has a negative and insignificant effect on employee performance. Based on the above considerations, we propose the following hypothesis:

H1. Job happiness has a positive effect on employee performance.

3. Innovative Work Behavior

Innovative work behavior is a form of behavior whose goal is to achieve the initiation and introduction of new ideas, processes, procedures, and methods that are useful for the organization (De Jong & Hartog, 2010). Work innovative behavior can also be seen from the amount of physical and psychological work done by employees in their work, both independently and in groups to achieve a task that is the goal of developing innovation (Messmann, 2012). Every company must consider that it is important to motivate employees so that their performance increases (Demircioglu and Audretsch, 2017). While the factors that influence innovative behavior are human factors, leadership factors, and organizational structure factors. The human factor in its function as a support for innovation. The leadership factor provides benefits in advancing innovation to the individuals they lead by appreciating the ideas of the individuals they

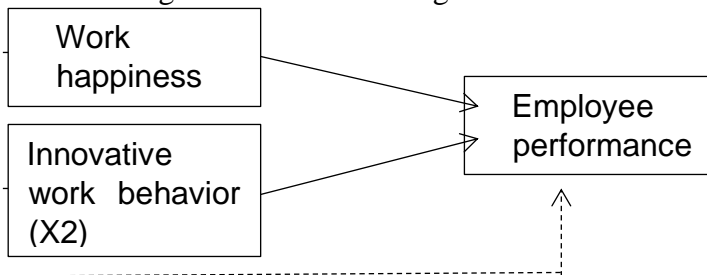
lead (Ancok, 2012). Individual self-efficacy and capabilities can also influence innovative work behavior (Berliana and Arsanti, 2018). Individuals with high self-efficacy can be more prepared to experiment through their innovative work behavior to then implement it in their work environment and by having a strong capability orientation, a person will continue to try to improve their innovative behavior to support their work and provide the best results. Individual self-efficacy and capabilities can also influence innovative work behavior (Berliana and Arsanti, 2018). Individuals with high self-efficacy can be more prepared to experiment through their innovative work behavior to then implement it in their work environment and by having a strong capability orientation, a person will continue to try to improve their innovative behavior to support their work and provide the best results. Individual self-efficacy and capabilities can also influence innovative work behavior (Berliana and Arsanti, 2018). Individuals with high self-efficacy can be more prepared to experiment through their innovative work behavior to then implement it in their work environment and by having a strong capability orientation, a person will continue to try to improve their innovative behavior to support their work and provide the best results.

Previous research reported that innovative behavior has a positive effect on employee performance (Astuti, et al., 2019; Muslim et al., 2021; Hadi et al., 2020; Vera and Tutuk, 2018, and; Mangowal et al., 2020). In contrast, the findings of Khodir and Makmur (2020) state that innovative work behavior has no significant effect on employee performance. Based on the above considerations, we propose the following hypothesis:

H2. Innovative work behavior has a positive effect on employee performance.

H3. Job happiness and innovative work behavior simultaneously have a positive effect on employee performance.

Based on the background description, literature review, and hypothesis development, the following research model images can be drawn:



RESEARCH METHODS

Sample

This research was conducted at the Office of the Central Bureau of Statistics (BPS) in North Maluku with a total population of 76 employees. Sampling uses a saturated sampling technique, this is in accordance with the opinion of Sugiyono, (2011) that all members of the population are sampled. This study used a research questionnaire that was encountered directly at the workplace. From the results of the tabulation of data from 76 respondents, there were 40 people were female and 36 people were male. Age of respondents less than 25 years by 1% (1 respondent), age 25-30 years by 32% (25 respondents), age 31-40 years by 36% (28 respondents), age 41-50 years by 22% (17 respondents), and age > 50 years by 6% (5 respondents). Based on the level of education, 11 people (14%) had a high school education, 29 people (38%) had a Diploma, Undergraduate Education (S1) as many as 20 people (26%), and Masters education level as many as 14 people (18%), and Doctoral education (S3) as many as 2 people 2%. For years of service, 18 people (23%) had 1-3 years, 34 people (44%) 4-6 years, 19 people (25%) 7-10 years, and 5 people > 10 years of service (6%).

Measurement

Measurement of variables responded to by respondents using a five-point Likert scale (strongly disagree = 1 to strongly agree = 5). Employee performance in this study uses the measurement proposed by Dessler (2008) which consists of: 1). Quality. The degree to which the result of a task is near perfect in other words adjusting some of the ideal ways of performing an activity or meeting the expected goals of an activity; 2) Quantity. The amount obtained is expressed in terms of the number of components and the number of completed activity cycles; 3). Punctuality. The level of an activity completed at the desired time, seen from the output results and maximizing the time available for other

activities; 4) Effectiveness. The level of use of organizational resources that is maximized with the aim of increasing profits or reducing losses from each use of resources; 5) Independence. The degree to which an employee is able to carry out his work functions without assistance, instructions from supervisors, or requesting the intervention of supervisors to avoid results that are detrimental to the organization, and; 6) Work commitment. The level at which employees have work commitments as employees and employee responsibilities towards the company or organization.

Job happiness uses measurements from Hills and Argyle (2002) which say there are eight indicators, namely: 1) Life is rewarding. Gratitude for the advantages and disadvantages given in this life is very valuable and there is a lot of beauty that can be found in life; 2) Mentally alert. A feeling of being mentally alert to challenges that arise; 3) Pleased with life. The emotional state of a person gives birth to joy and pleasure for something that has been done. 4) Find beauty in things. The condition of a person who is able to accept his own situation and his environment and adapt to the changes that occur in life and his environment so that he feels beautiful things and prosperity to achieve happiness in life; 5). satisfied in life. Conditions that are unique to people who have a passion for life and have the ability to adapt to various changes in conditions within themselves and changes in environmental conditions. 6) Can be organized time. By implementing good time management, the portion of the 24 hours used will be divided effectively according to the priority scale of activities; 7). look attractive. Appearance is a reason to show our identity to others, even from appearance people can judge our true selves, for example from the clothes we wear, polite clothes or even cause negative people's thoughts, and; 8) Happy memories. Happy past memories will sometimes awaken for life in the present and in the future.

Innovative work behavior is measured using measurements from Janssen (2000) and, Vandavasi et al., (2020) which consist of 1). Creating new ideas; 2). Search for new work methods, techniques, or instruments; 3). Generate solutions to problems; 4) Mobilize support for innovative ideas within the organization; 5) Get approval for innovative ideas within the organization; 6) Making organizational members enthusiastic about innovative ideas; 7) Turning innovative ideas into useful tools; 8) Introducing innovative ideas into a systematic work

environment, and; 9) Evaluating the function of innovative ideas within the organization.

Data analysis method

Data were analyzed using inductive statistical methods, both descriptive and inferential. The analytical method uses multiple regression analysis to analyze the effect of independent variables consisting of job happiness (X1), innovative behavior (X2), and the dependent variable, namely employee performance (Y). The reason for using this analytical method is that researchers want to know how much influence job happiness and innovative work behavior have on employee performance either partially or simultaneously.

RESULT AND DISCUSSION

Hypothesis test

In Table 1 it can be seen that the results of the test for the coefficient of determination R² obtained an R-Square value of 0.462, this means that the employee performance variable of 46.2% can be explained by the variables of job happiness (X1) and innovative work behavior (X2), while the rest can be explained by other variables not included in this study.

Table 1. R² and Adjusted R² Test Results

| Model | R | R Square | Adjusted R Square | std. Error of the Estimate |
|-------|--------|----------|-------------------|----------------------------|
| 1 | 0.680a | 0.462 | 0.447 | 2,804 |

Source: Spss Output(2022).

Partially testing the output of multiple regression, it is known that the tcount value for the work happiness variable is 4.784 and the innovative work behavior variable is 3.327 while the tcount value is at a significant alpha level of 0.05 with df = nk (76 – 3 = 73) the result for t-table is 1,666.

Table 2. Recapitulation of Regression Analysis

| Research variable | Multiple Regression | | | |
|-------------------|----------------------------|----------------|---------|-------|
| | Regression Coefficient (B) | Standard Error | T count | Sig T |
| X1 | 0.711 | 0.149 | 4,784 | 0.001 |
| X2 | 0.421 | 0.127 | 3,327 | 0.001 |
| Constant | 20,354 | 5,476 | 3,717 | 0.001 |
| R = 0.680 | | | | |
| R Squared = 0.462 | | | | |
| Sig = 0.001 | | | | |

F Count = 31.333

Source: spss output(2022).

The comparison results are as follows:

1. For the variable of job happiness the results show that $t_{count} 4,784 > t_{table} 1.666$ at a significance level of $0.001 < 0.05$ then H_a is accepted H_o is rejected, which means that job happiness has a positive and significant effect partially on employee performance.
2. For the innovative work behavior variable the results show that $t_{count} 3,327 > t_{table} 1.666$ and significant $0.001 < 0.05$ then H_a is accepted H_o is rejected, which states innovative work behavior has a positive and significant partial effect on employee performance.

Based on the data in table 3, it is known that there is a simultaneous influence of variable X on variable Y with a significance level of $0.001 < 0.05$, so it can be concluded that H3 is accepted.

Table 3. Simultaneous Test

| F count | F table | Sig. | Value |
|---------|---------|-------|-------|
| 31,333 | 3,120 | 0.001 | <0.05 |

Source: Output spss (2022).

Discussion

Based on the results of statistical testing, it is known that the variable of work happiness has a positive and significant effect on employee performance. This finding is supported by the contribution of research items to the variable of work happiness that generally employees feel grateful for the job they currently have, feel they can handle everything well, see lots of fun things in their work environment, find interesting things, feel satisfied with his work, has an attractive appearance and has many good memories in the past. This is in accordance with the statement of Edgar et al., (2018), that employees' feelings of happiness or positive emotions at work can improve their performance. Positive feelings that are felt in the workplace and managed properly will provide satisfaction at work and encourage increased employee performance. This research is consistent with the research of Yasa et al., (2021); Mangowal et al., (2020); Ronaldo et al., (2019); Sumakud and Irvan, (2021), and; Katili et al., (2021) that job happiness has a positive effect on employee performance.

This research also investigates innovative work behavior at work, the findings of innovative work behavior items describe that generally employees always think about how a work result can be improved, generate solutions to solve problems, look for new, better work methods, always make colleagues -Teammates become enthusiastic about their new ideas and ideas, always try to convince others to support their new ideas, always explain their innovative ideas clearly to their environment, always contribute to the implementation of new ideas in the workplace. This research is consistent with previous researchers that innovative work behavior has a positive effect on employee performance (Astuti, et al., 2019; Muslim et al., 2021; Hadi et al., 2020; Vera and Tutuk, 2018, and; Mangowal et al., 2020).

Contribution of Theory and Practice

These findings have implications for the world of work, especially when interviewing prospective employees, it is better if recruit prospective employees who have a good past, are always grateful for what they have lived, and support the non-physical work environment of each employee and it is hoped that employees will have an attractive appearance while working. will certainly improve employee performance. This research has implications for future researchers to review variations in job happiness and innovative behavior on length of work, marital status, age status, gender status, education level, and position status at work, another implication is to explore knowledge sharing in the world of work to increase behavior proactive work

CONCLUSIONS

Job happiness and innovative work behavior positively and significantly support the improvement of employee work in the world of work.

References

- Afandi, P. (2018). *Manajemen Sumber Daya Manusia (Teori, Konsep dan Indikator)*. Riau: Zanafa Publishing
- Ancok, D. (2012). *Psikologi Kepemimpinan & Inovasi*. Jakarta: Penerbit Erlangga
- Arikunto, Suharsimi (1998). *Prosedur Penelitian. Suatu Pendekatan Praktek*. Edisi Revisi, PT. Rineka Cipta, Jakarta.
- Astrama, I.M., Yasa, N. N. K., Sudibia, I. G.A., Sintaasih, D. K. (2019), *Organizational Culture Dimensions and Their Impact on Innovative Work Behavior of Rural Credit Bank (BPR) Employees*. IOSR Journal of Business and Management (IOSR-JBM), 21 (5), 11-18
- Astuti Tri Puji, Riana Sitawati, Tukijan (2019). *Pengaruh Kreativitas dan Perilaku Inovatif terhadap Kinerja Karyawan dengan Kepuasan Kerja Sebagai Variabel Mediasi (Studi Pada Hotel Pandanaran Semarang)*. *Jurnal Ekonomi Manajemen Dan Akuntansi* No. 47 / Th. Xxvi / Oktober 2019
- Bastian, I. (2001). *Akuntansi Sektor Publik*, Edisi Pertama. Yogyakarta: Badan Penerbit Fakultas Ekonomi UGM.
- Berliana V. dan Arsanti T. A., (2018). *Analisis Pengaruh Self-efficacy, Kapabilitas, dan Perilaku Kerja Inovatif terhadap Kinerja*. *Jurnal Maksipreneur* Vol. 7 No. 2 Juni 2018. Hal. 149–161 DOI: 10.30588/jmp.v7i2.364
- De Jong, J., & De Hartog, D. (2010). *Measuring Innovative Work Behavior*. *Creativity and Innovation Management*, 19, 23-36
- de Waal, A. (2018), *Increasing Organisational Attractiveness: The Role Of The Hpo and Happiness At Work Frameworks*, *Journal Of Organizational Effectiveness: People And Performance*, Vol. 5 No. 2, Pp. 124-141
- Demircioglu, Mehmet Akif & Audretsch, David B. (2017). *Organizations, Research*, Elsevier, Vol. 46, No. 9, Pp. 1681-1691.
- Dessler, G. (2008) *Human Resources Management*, Ed.12, Cet.1, Prentice-Hall.
- Diener, E, S, C. N., & Lucas, R. E. (2003). *The Evolving Concept Of Subjective Well-Being: The Multifaceted Nature of Happiness*. Costa & I. C. Siegler (Eds). *Advances in Cell Aging and Gerontology: Vol. 15, Hal.87-220*. https://www.researchgate.net/publication/228761850_The_Evolving_Concept_of_Subjective_Well-Being_The_Multifaceted_Nature_of_Happiness.
- Edgar, F., Geare, A. and Zhang, J.A. (2018), "Accentuating the positive: The mediating role of positive emotions in the HRM–contextual performance relationship", *International Journal of Manpower*, Vol. 39 No. 7, pp. 954-970.
- Elshifa A., Ari D. A., Aghus J. K. (2019). *Pengaruh Quality Of Work Life dan Penggunaan Teknologi Informasi terhadap Perilaku Kerja Inovatif Dosen yang Dimediasi Komitmen Organisasi (Studi Pada Dosen Politeknik Pusmanu Pekalongan)*. *Economicus*, Vol. 13 No. 2 – Desember 2019 e-ISSN: 2615 – 8078
- Ghozali, I. (2006). *Aplikasi Analisis Multivariate dengan Program SPSS (Edisi Ke 4)*. Semarang : Badan Penerbit Universitas Diponegoro
- Ghozali, I. (2013). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 21 Update PLS Regresi*. Semarang, Badan Penerbit Universitas Diponegoro.
- Hadi S., Arif R. P., Rahayu M. (2020). *Pengaruh Perilaku Inovatif dan Keterlibatan Kerja terhadap Kinerja Karyawan*. *Jurnal Baruna Horizon* Vol. 3, No. 1, Juni 2020
- Hair, Joe F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. (2014). *Partial least squares structural equation modeling (PLSSEM): An emerging tool in business research*. *European Business Review*, 26(2), 106–121. <https://doi.org/10.1108/EBR-10-2013-0128>
- Handoko, T. Hani. (2001). *Manajemen Personalia dan Sumber Daya Manusia*. Yogyakarta: BPFE Yogyakarta.
- Hasibuan. 2011. *Manajemen Sumber Daya Manusia*. PT. Bumi Aksara, Jakarta.
- Hills, P., & M. Argyle (2002), "The Oxford Happiness Questionnaire: a Compact Scale for the Measurement of Psychological Well-Being", *Personality and Individual Differences*, 33, 1073-1082, Elsevier Science Ltd.
- Husein, U. (2008). *Metode Penelitian Untuk Skripsi dan Tesis Bisnis*. PT. Rajagrafindo Persada. Jakarta
- Janssen, O. (2000). "Job Demands, Perceptions of Effeort-Reward Fairness and Innovative Behaviour." *Journal of Occupational and Organisational Psychology*. Vol. 73, Pp. 287-302
- Katili G. V., Olivia S. N., Yantje U. (2021). *Pengaruh Iklim Organisasi dan Kebahagiaan terhadap Kinerja di Dinas Pertanian dan Peternakan Daerah Provinsi Sulawesi Utara*. *Jurnal EMBA* Vol.9 No.1 Januari 2021, Hal. 556-565 ISSN 2303-1174
- Khodir A., dan Makmur. (2020). *Analisis Pengaruh Self Efficacy, Kapabilitas dan Perilaku Kerja Inovatif terhadap Kinerja Pegawai Satuan Polisi Pamong Praja Kabupaten Rokan Hulu*. *HIRARKI Jurnal Ilmiah Manajemen dan Bisnis HJIMB* Vol. 2, No. 3, 2020, pp: 39-47 <http://journal.upp.ac.id/index.php/Hirarki>

- Lyubomirsky, S dan Diener, E. (2005). The Benefit Of Frequent Positive Affect: Does Happiness Lead Success. *Psychological Bulletin*. Vol. 131, No. 6 Hal.803-855. <https://langleygroupinstitute.com/wpcontent/uploads/Lyubomirsky-King-Diener-2005-The-benefits-of-frequent-positive-affect-does-happiness-lead-to-success.pdf>.
- Magnier-Watanabe R., Uchida T., Orsini P., Benton Caroline F. (2020). Organizational virtuousness, subjective well-being, and job performance: Comparing employees in France and Japan, *Asia-Pacific Journal of Business Administration*, Vol. 12 No. 2, pp. 115-138
- Mangowal A. B., Irvan T., Genita G. L. (2020). Dampak Iklim Organisasi, Kebahagiaan, dan Penghargaan terhadap Kinerja Karyawan pada Hotel Sintesa Peninsula Manado. *Jurnal EMBA Vol.8 No.2 April 2020*, Hal. 39- 48 SSN 2303-1174
- Messmann, G. and Mulder, R.H. (2012). "Innovative Work Behavior in Vocational Colleges: Understanding How and Why Innovations are Developed", *Vocation and Learning*. Vol. 2 (1).
- Muslim, Muhammad N., Ansar D. (2021). Pengaruh Budaya Organisasi dan Motivasi Berprestasi terhadap Kinerja Karyawan Melalui Perilaku Inovatif pada Pt. Telkomsel Area Pamasuka Makassar. *Nmar Nobel Management Review Volume 2 Nomor 1 Maret 2021 E-ISSN 2723-4983*
- Pratama Adeli Agustian (2019). Pengaruh Kecerdasan Emosional, Kebahagiaan Dalam Bekerja, dan Komitmen Profesional terhadap Kinerja Pegawai Suku Dinas Penanggulangan Kebakaran dan Penyelamatan Kota Administrasi Jakarta Pusat. *Fakultas Ekonomi dan Bisnis, Manajemen Universitas Mercu Buana Jakarta*. <https://repository.mercubuana.ac.id/id/eprint/50685>
- Pryces, J., dan Jones, J. (2010). *Maximizing your psychological capital for success*. Malden: A John Wiley & Sons, Ltd.
- Purba Sukarman. (2009). Pengaruh Budaya Organisasi, Modal Intelektual, dan Perilaku Inovatif terhadap Kinerja Pemimpin Jurusan di Universitas Negeri Medan. *KINERJA*, Volume 13, No.2, Th. 2009: Hal.150-167
- Putri. (2009). *Kebahagiaan dan Kualitas Hidup Penduduk Jabodetabek (Studi pada Dewasa Muda Bekerja dan Tidak Bekerja)*. Skripsi. Jakarta: Universitas Indonesia.
- Riduwan,(2003. *Skala Pengukuran Variabel-Variabel Penelitian Cet Ke-7 ALFABETA Bandung*.
- Ronaldo M., Victor P.K. L., Olivia S. N., (2019). Dampak Iklim Organisasi dan Kebahagiaan terhadap Kinerja Karyawan pada Hotel Sintensa Peninsula Manado. *Jurnal EMBA Vol.7 No.4 Oktober 2019*, Hal. 5743-5752 ISSN 2303-1174
- Sabuhari R., Ahmad S., Dodi W. I., Mintarti R., (2020). The effects of human resource flexibility, employee competency, organizational culture adaptation and job satisfaction on employee performance. *Management Science Letters* 10 (2020) 1777–1786
- Sekaran, U. 2006. *Metode Penelitian untuk Bisnis*, Edisi 4, Buku 2, Penerjemah Kwan Men Yon, Penerbit Salemba Empat, Jakarta
- Seligman, M. E. P. (2005). *Menciptakan Kebahagiaan dengan Psikologi Positif (Authentic Happiness)*. PT. Mizan Pustaka, Bandung.
- Shalley, C. E., Zhou, J., & Oldham, G. R. (2004). "The Effects of Personal and Contextual Characteristics on Creativity: Where Should We Go from Here." *Journal of Management*. Vol. 30, No. 6, Pp. 933–958
- Sugiyono, 2017. *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung Alfabeta cv.
- Sugiyono. (2011). *Qualitative and Quantitative Research Methods R&D*. Bandung: Alfabet.
- Sumakud Moh. G. A. dan Irvan T., (2021). Pengaruh Lingkungan Kerja, Kebahagiaan Kerja, dan Kecerdasan Emosional terhadap Kinerja Pegawai Samsat Kota Kotamobagu. *Jurnal EMBA Vol.8 No.2 April 2021*, Hal. 429-440 ISSN 2303-1174
- Tjiabrata W., Victor P.K. L., Greis M. S. (2021). Pengaruh Kecerdasan Emosional, Kualitas Kehidupan Kerja dan Kebahagiaan di Tempat Kerja terhadap Keterikatan Karyawan pada Pt Pln (Persero) Up3 Manado. *Jurnal EMBA Vol.9 No.2 April 2021*, Hal. 458-468 ISSN 2303-1174
- Vandavasi RKK, Mcconville DC, Uen JF, Yepuru P. Knowledge Sharing, Shared Leadership And Innovative Behaviour: A Cross-Level Analysis. *Int J Manpow*. 2020;41(8):1221- 1233. Doi:10.1108/IJM-04-2019-018
- Widodo (2015). *Manajemen Pengembangan Sumber Daya Manusia*. Yogyakarta, Pustaka Pelajar.
- Wijayanto S. A., (2017). Dampak Iklim Organisasi terhadap Kebahagiaan dan Kinerja Karyawan (Studi Pada Universitas Muhammadiyah Yogyakarta). *JBMA – Vol. IV, No. 1, Maret 2017* ISSN : 2252-5483
- Wulandari (2014). Faktor-Faktor Kebahagiaan di Tempat Kerja. *Jurnal Psikologi*, Volume 10, Nomor 1, Hal. 49-60. <http://ejournal.uin-suska.ac.id/index.php/psikologi/article/view/1178>. Diakses 27 Juli 2019.
- Yasa Ni N. K., Putu L. D., Ida A. P. W. S., Ida B. A. D., Rahmad B. S. (2021). Peran Perilaku Inovatif dan

Komitmen Organisasional Memediasi Pengaruh
Kebahagiaan Kerja terhadap Kinerja Karyawan.
MIX: Jurnal Ilmiah Manajemen, Volume 11, No.
2, Juni 2021. ISSN : 2088 -1231 E-ISSN: 2460-
5328 DOI:
dx.doi.org/10.22441/mix.2021.v11i2.008 Yasa at
al., 258 – 273.