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### RESEARCH ARTICLE

#### THE DETERMINANT FACTORS OF WORKER'S SUBJECTIVE WELL-BEING.

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subjective well-being, sense of humor, personality type of the big five personality, gratitude, social support, work reward and working condition.

#### Abstract

The objective of this research is to trace effect of the individual factor (intrinsic) including sense of humor, personality type of the big five personality, gratitude, and situational factors (extrinsic) consist of social support, work reward, and work condition of subjective well-being, finally it will be known the determinant factors of subjective well-being for the worker in the organization in Indonesia. The research subjects are 139 workers and 56 supervisors in the PT. Y. The Collecting data method use closed and opened questionnaire, observation, interview and focus group discussion. To understand different between subjective well-being viewed from work level and gender is used statistic analysis, those are the regression analysis and t-test. Sense of humor and social support become determinant of high-low subjective well-being PT. Y's labors. At supervisor, predictor of subjective well-being are personality type variable of openness to experience, agreeableness, gratitude and work reward. The result show that labor's subjective well-being is higher than supervisor, because positive psychology centered to the meaning of life, that is, how persons give a meaning everything happen of their life. For supervisor, work reward is tool for self actualization, those are, prestigious, autonomy, safety, and protect, while for labors, work reward is used to fulfill basic needs. This matter makes labors more satisfied easily with work reward that is gotten because the work opportunity is also more limited.

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#### Background:-

In the midst of an increasingly tough environmental conditions like today, every man would want to live a happy life, not to mention the employees. Often people get frustrated, stressed, and even to suicide because they feel confident that he will not get the happiness he wants in life. Maybe that's the concept of subjective well-being owned by some individuals with low subjective wellbeing. Feeling happy indeed subjective nature, differing between individuals from one another, as well as employees will feel very happy when he first accepted to work in a company. Is feeling happy and satisfied will also be experienced after a long time in the world of work, both the worker and supervisor-level employees. Indonesia as a developing country, has always held a development in all fields. One of the priority areas of development is the industrial field. Along with the development of industrialization, found many companies that have sprung up in major cities. Field of industrialization is very concerned with the employment factor that can not be separated from the human factor as an asset that support industrial progress. This industry absorbs the most workers, both men and women. Research Herzog & Strevey

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(2007) states that a sense of humor can increase subjective well-being of individuals. Abel (2002); Lefcourt (2001); and Martin and Kuiper (2001) (in Herzog & Strevey, 2007) gives an example of that humor has a functioning network for immunity and reduce stress or any variable that can produce stress. A study shows that individuals who are closer to the gratitude showed a high level in terms of life satisfaction, self-esteem, and optimism. Results of a meta analysis of the relationship between subjective well-being of gratitude with  $r = 0.17$  (Emmons & Crumpler, 2000). Kennedy (1999) and Maltby (1999) wrote that the type of gratitude has a positive emotional valence. Allegedly gratitude is the root of the basic tendency to experience positive emotions and well-being. In the classification of the Big Five Personality, grateful people have high extraversion scores (positive effect) and neurotic low (negative effect) because both these personalities have relevance to the emotional experience. The experience of people who are grateful to have specific levels of positive emotions such as happiness, enthusiasm, optimism, hope, and satisfaction in life. Conditions lower subjective well-being can be influenced by the presence of social support. Individuals who receive social support will feel at ease in running their lives, activities, because the environment can encourage individuals, particularly in achieving life goals. Kaplan and Killilea (Sarason et al., 1990) says that a support system can help individuals in encouraging the sources of psychological, releasing pressure, sharing tasks, and obtain important information about solving problems.

Strauss and Sayles (1980) states that social support is a means to improve the subjective well-being. Social support can be obtained from family, co-workers, supervisors, and others (Miner, 1992). There are studies that show that when people get the least of someone who can provide social support, especially emotional support, then the experience of subjective well-being increased, with  $r = 0.49$  (Davis & Newstrom, 1993). This is in line with research Gademann & Zumbo (2007) which showed that social support has a positive and significant correlation with subjective well-being,  $r = 0.63$ . Besides social support has a positive and significant correlation with positive affect,  $r = 0.52$ , with negative affective aspects of subjective well-being has a negative and significant correlation,  $r = -0.38$ , and with the satisfaction of having a positive and significant correlation with  $r = 0.57$ . The study of remuneration in the organization of work show that: 1). Well-being achieved if the consideration received appropriate or feasible perceived by employees; 2). The feeling of satisfaction is influenced by the comparison between the remuneration obtained, with what is obtained by other people; 3). Satisfaction is influenced by how satisfied employees by intrinsic and extrinsic rewards; 4). Preferred Rewards vary from different sides of a person's career, at the age levels and a variety of situations, and 5). Money is a reward that encourages something of prestige, autonomy, security, and protection. Rewards or awards may be given by the leader, groups or individuals themselves, either directly or indirectly increase the subjective well-being of employees (Gibson et al., 1994). Diener research results (in Eddington & Shuman, 2005) states that it is generally low but significant correlation between remuneration or income with subjective well-being found on a representative sample in the United States. Remuneration which is also consistently associated with subjective well-being in a country (Diener et al., 2005). One possibility is that the income only affects the subjective well-being at a lower level, where basic needs have not been met. However, if basic needs are met, an increase in income or wealth is only little effect on happiness.

#### **Research purposes:-**

This study aimed to explore the effect of individual factors (intrinsic) and situational factors (extrinsic) to the subjective well-being, which ultimately will be known contributing factors subjective well-being of workers in work organization PT. Y in the town of East Java. The general objective can be described more specifically below:

To determine the relationship between personality variables openness to experiences, conscientiousness, extraversion, agreeableness, neuroticism, humor, gratitude, social support, employee benefits, and working conditions to the subjective well-being, both individually and together. To find out the differences and factors that influence levels of subjective well-being among workers and supervisors.

#### **Hypothesis:-**

Personality openness to experiences, conscientiousness personality, personality extraversion, agreeableness personality, sense of humor, grateful, social support, working conditions and employee benefits is a supporting factor subjective well-being, whereas neuroticism personality is a factor inhibiting the subjective well-being.

#### **Material And Methods:-**

##### **Subject Research:-**

The population in this study were all employees and employee production supervisor at PT. Y Sidoarjo. Production employees at PT. Y amounted to 139 people, while the supervisors of employees amounted to 56 people consisting of a Section Head (Head of Section) and Group Team Leader (GTL). Making the subject of study is a Total

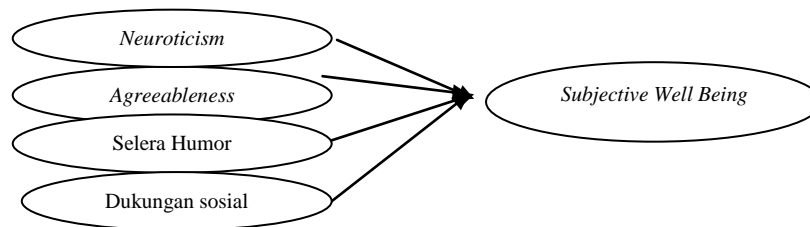
Population Study with consideration of the entire population is used as a research subject. Researchers took the subject to all members of the population due to the limited number of employees and production employees have the same characteristics ie at least high school educated and occupying grade I, whereas the employees supervisor entirely educated minimal S1 and scholars all have men between 2-15 people.

#### **Instrument and Data Collection Procedures:-**

To obtain data on the variables in this study used seven instruments in the form of scale of assessment, Summated scale rating, complemented by interviews, and focus group discussion. Summated rating method is popular with the name of the model Likert scaling is a method of scaling-oriented responses. In other words, in this method, the response category will be placed on a continuum. The entire instrument using five kinds of ordinal categories.

#### **Results And Discussion:-**

When depicted on the analysis of quantitative data on production employees, predictors that support the subjective well-being as follows:



**Figure 1.** Predictors of Subjective Well-being Employees Production

The results showed that the predictors that have a correlation with the criterion of subjective well-being of employees is the production of personality agreeableness, neuroticism, sense of humor, and social support. Thus the determining subjective well-being more influenced by internal factors, namely private high agreeableness, neuroticism personal low, and has a sense of humor. Subjective well-being of workers also increased when obtaining social support from outside. Results of regression analysis obtained by  $F = 5786$  and  $p < 0.01$ , respectively. These results indicate that personality agreeableness, neuroticism, sense of humor, and social support can be a significant predictor of subjective well-being of the production employees. Effective contribution obtained throughout the predictor is 31.1%, this shows that there are still 69.9% of other variables that affect the subjective well-being of production employees who have not taken into account in this study. When sorted, the fourth most powerful predictor of the effect is the personality of agreeableness, neuroticism, sense of humor, and social support have the smallest influence. Agreeableness personality can be a predictor of subjective well-being significantly with the production employees  $r = 0.379$ ,  $p < 0.01$  and  $\beta = 0.278$  and  $p < 0.01$ , respectively. These domains focus on how much people appreciate his relationship with others. Individuals who are agreeable to appreciate relationships with others. They are full of awards, friendly, generous, helpful, and willing to compromise their interests with others. People who are agreeable also have an optimistic view of man. This agreeable person who according to external demands in a corporate environment, so that it becomes easier to accept people who are not satisfied with the environment and conflict. Production employees who have never experienced the conflict will easily reach subjective wellbeing (Burke et al., 2006). This is in contrast with the disagreeable person who puts his interests above others. They tend to be less concerned with the well-being of others, and tend to keep a distance with others, this is what makes employees shunned and effect on subjective well-being is becoming weaker. There are two possibilities that could be the explanation could be the strongest predictor of agreeableness to subjective well-being of the employees of production, namely:

The first possibility is a rule that is already tight so it does not need self-discipline in managing the implementation of activities, so that although the type of characteristics do not fit the job, but the environment to force any employee to be able to adjust to external demands, so that subjective well-being can be realized because it does not make a conflict with a friend in the work environment or the company where she worked. The second possibility is typical of Indonesian people are affected strongly by culture Java and all Java production employees also have tribes. Javanese culture has a strict view of the importance of alignment. Deeply internalized feelings in the soul of the Javanese is the sensitivity to not be humiliated in public. Thus fostering a feeling of conformity, controlling behavior, and maintaining strict social harmony. The conflict was muted mightily. Normal reaction of everyone Java

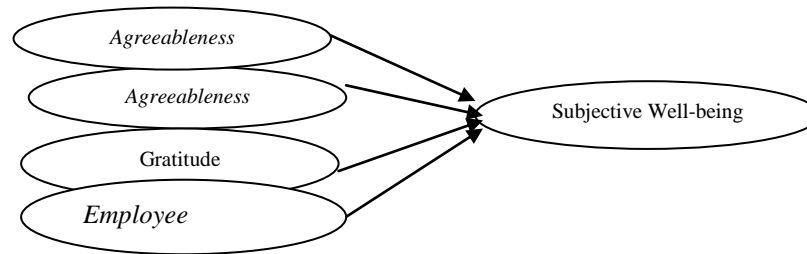
in response to conflicts is avoidance, "wegah crowded", and mediation by a third party (Henry Susetya, 2007). When the conflict erupted, particularly when taunted each other and mutual contempt case, then what emerges is a feeling of shame and loss of face. This agreeableness character according to the type of personality that is liked by the management of PT. Y the character a quiet, does not stand out, according to, and routine. With the suitability agreeableness personality types with external demands companies make his subjective well-being increased. Personal neuroticism can also be a significant predictor of the subjective well-being, with  $r = -0.354$ ,  $p < 0.01$  and  $\beta = -0.268$  and  $p = 0.001$ . This shows that the more neurotic person, the lower his subjective well-being, and vice versa less neurotic then the higher his subjective well-being. This domain is concerned with the tendency of someone who is experiencing negative emotions such as anxiety. People who have high levels of neuroticism tend to have a high emotional reaction. They respond to emotional events that could have an impact on others (Ho, 1995). Problems in setting these emotions can reduce people's ability to think clearly neurotic, make decisions, and cope with stressful problems. Individuals who have low scores on neuroticism tend to be quieter and emotions tend to be reactive. They tend to be more stable and free of negative feelings. The majority of production employees who also have private neuroticism that level quite as much as 97.84% (Table 33) and used to living hard, was still experiencing anxiety about the future, especially for the cost of living in the future. Personal neuroticism become anxious, irritable, prone to depression, sensitive, redundant, and vulnerable, so much dominated by negative emotions and lower positive emotions. This is what makes neuroticism negatively correlated with subjective well-being. Most production employees have enough personality neuroticism on the category (97.84%) so that his subjective well-being is also at the high category (68.34%) (Table 31 and 33). This study supports the results of the study Gaderman & Zumbo (2007); Burke, et al. (2006); and Gutierrez, et al. (2005) which showed that the higher a person's neuroticism, the lower his subjective well-being.

The correlation between the sense of humor with subjective well-being, the value of  $r = 0.199$ ,  $p = 0.009$  and  $\beta = 0.206$ ,  $p = 0.009$ , thus there is a significant relationship between the sense of humor with subjective well-being. This is consistent with research and Strevey Herzog (2007) which states that a sense of humor can increase subjective well on production employees. Abel (2002); Lefcourt (2001); and Martin and Kuiper (2001) (in Herzog and Strevey, 2007) gives an example of that humor has a functioning network for immunity and reduce stress or any variable that can produce stress. Subjective well-being and sense of humor are related because basically has the same single phenomenon that is self-objectivication, the ability to see yourself. Humor art aims to alleviate community in living her life (Kleverlaan et al., 2000). Individuals who have a sense of humor can reduce negative affect and increase positive affect and it will increase the satisfaction that ultimately subjective well-being will increase as well. It became apparent, after explained that humor is one of the factors that have an important contribution to the subjective well-being. Isen, Daubman and Nowichki (Herzog and Strevey, 2007) demonstrated the results of experiments that positive affective, can improve their skills in problem solving. Positive mood and thinking flexibly dealing with a good sense of humor. According to Martin and Kuiper (2001) mechanism that connects between humor and subjective well-being is a positive emotion that is where it accompanies the humor. A sense of humor has the power to produce the "pleasure" associated with positive emotion or mood (Herzog and Strevey, 2007). Other results that support is currently conducted interviews and focus group discussions, the production employees feel happy and at home working at PT. Y because of its pleasant atmosphere, between friends joking with each other and throws a "joke" making the morale be growing. Even the results of FGD 11 of 14 (78.57%) production employees say that the most important work is able to meet friends, be "joking" or "gojegan" and "teasing", and can "ngrumpi" than at home had no friends and no income, this will have an impact on positive affective or feeling happy that the production employees.

#### **Research on Employee Supervisor:-**

Predictors of high or low criterion that affects the subjective well-being between production employees and employee supervisors indicate a difference. Predictors equally be a determinant of subjective well-being of employees and employee production supervisor is agreeableness personality.

Other predictors that determine the level of subjective well-being of the employees supervisor is different, as follows:



**Figure 2:-** Predictors of Subjective Well-being Employee Supervisor

From the results of hypothesis testing on the correlation between the predictor with the criterion of the employees supervisor, only personality type openness to experience, agreeableness personality types, grateful, and employee benefits showed a significant association with subjective well-being (table 15). Thus the determinant of the high-low subjective well-being of employees supervisor is entirely internal factors that personality openness to experience and agreeableness), grateful, and employee benefits, especially the intrinsic rewards associated with the completion of tasks, achievement, autonomy, and personal development. Results of regression analysis obtained  $F = 8152$  and  $p < 0.01$ ,  $R^2 = 0.644$  means that donations predictors of sense of humor, personality openness to Experiences, Conscientiousness, Extraversion, Agreeableness, Neuroticism, grateful, social support, employee benefits, and working conditions on subjective wellbeing amounted to 64.4%, while the remaining 35.6% is influenced by other factors.

The relationship between personality openness to experience with subjective well-being of employees supervisor, obtained  $r = 0.362$  and  $p = 0.003$ . This shows that there is a significant relationship between personality openness to experience with subjective well-being of employees supervisor. Results were positive correlation indicates that the stronger the personality type openness to experience in employee supervisor, the higher the well-being of subjectivity. Openness to experience is a valid predictor, actually not surprising, since the research results Warr, Bartram and Martin (2005); Murphy and Davies (2006), found a positive effect openness to experience on the job performance and subjective well-being of the sales. This could be due to being able to move in advance, the necessary curiosity and willingness to learn (Barrick and Mount, 1991; Costa and McCrae, 1992; and Hogan and Holland, 2002). The results support the research Burke et al. (2006) and Gutierrez et al. (2005), which states that there is a significant correlation between personality type openness to experience with subjective well-being. Openness to experience refers to how a person is willing to make adjustments on an idea or a new situation. Openness to experience assume the character of easy tolerance, the capacity to absorb information, to be very focused, and able to be alert to the feelings, thoughts, and impulsivity. Employees supervisor who has the personality type openness to experience (87.50%) in the table 35 has a value of imagination, broadmindedness, and a world of beauty. Someone who has openness to experience higher levels will also have thoughts and insight, not conservative, and liked changes, so as to build personal growth. Achievement of creativity are more prevalent, so curious or open to the experience will be much easier to get a solution to a problem, so it will gain a sense of excitement as well as having the satisfaction that will improve the subjective well-being.

The relationship between personality agreeableness to subjective well-being of employees supervisor. obtained  $r = 0.509$  and  $p = 0.000$  (Table 16). This shows that there is a significant relationship between personality agreeableness to subjective well-being of employees supervisor. In the classification of the Big Five Personality, it is recommended that people who are grateful tend to score high on agreeableness which shows the social and behavioral oriented on others. Saucier and Goldberg (in Emmons and McCullough, 2003) also reported that two items contain properties measured personality grateful and thankful correlated with agreeableness ( $r = 0.31$ ). Agreeableness can be called social adaptability or likeability that indicate someone who is friendly, has a personality that always give in, avoid conflict, and has a tendency to follow others. Based on the value of the survey, someone who has a high agreeableness scores is described as someone who has values like helping, forgiving, and compassionate. This very personal agreeableness in accordance with the generic competency PT. Y one of which is self-control is an ability to control emotions and reactions are controlled display, so that interpersonal relationships can be maintained properly. With the core competency of individuals who have a high agreeableness scores will be adaptable, this is what makes his subjective well-being is increased.

The relationship between subjective well-being grateful to the employees supervisor, obtained  $r = 0.600$  and  $p < 0.01$  (Table 16). This shows that there is a significant relationship between subjective well-being grateful to the employees supervisor. It supports research Emmons and McCullough (2003) which states that a person who is grateful to have positive emotions and good well-being. Some experts and researchers write that type are grateful to have a positive emotional valence. Allegedly gratitude is the root of the basic tendency to experience positive emotions and well-being. Experiences of people grateful to have a specific level of positive emotions such as happiness, enthusiasm, optimism, and hope and satisfaction in life. Gratitude or grateful also be conceptualized as a virtue (Emmons and Crumpler, 2000). Klein (in Emmons and Crumpler, 2000) found that people experiencing gratitude protected from harmful impulse of jealousy and greed. Instead, jealousy is a fertile field for ingratitude. Practice gratitude as spiritual study (thank you therapy) has been suggested as a remedy for individuals materialist excessive and negative emotions that go with it, jealousy, resentment, disappointment, and bitterness. The core issue of jealousy (envy) is to be a blessing unconsciousness that surrounds a person consistently (Bonder, in Emmons and Crumpler, 2000). Mc. Cullough and colleagues expressing gratitude or gratitude as a moral emotion, something that drives a person to pay attention to others and support social ties supportive. The results also support previous research that there is a relationship between subjective well-being grateful. Another study by Koenig, Smiley and Gonzales (in Santrock, 2004) said that it was grateful related to subjective well-being. Survey of American adolescents and adults showed that more than 90% of respondents expressing gratitude, thus helping them to feel happy (Gallup, in Emmons and McCullough, 2003). The results also support previous research conducted by Arbiyah, et al. (2008) which states that there is a positive correlation between subjective well-being thankful to the poor. Results of the analysis of the above data show a positive correlation, ie the higher the level grateful that employees supervisor, the higher the well-being of subjectivity.

That is because the feeling of gratitude can cause positive emotions like peace of mind, interpersonal relationships are more comfortable and also happiness (Bono, Emmons and McCullough, in Seligman, 2005). In particular, McCullough et al. (in Bono et al., 2004) says that people who are grateful are likely to experience positive emotions more often, enjoy the satisfaction in life, and more hope, and less likely to experience depression, anxiety, and envy. Individuals who are grateful tend to be more empathetic, forgiving, helping, and showing support for others.

Emmons and Crumpler (2000) states that gratitude has three functions specific morals, namely: 1). Serves as a moral barometer that gratitude or grateful signifies generosity is felt, that someone had given him a gift, 2). As a moral motive is gratitude encourages a person to act in reciprocity to the other people who helped him directly (direct reciprocity) or something else (upstream reciprocity), and 3). As a moral booster (moral reinforce), as gratitude or grateful to increase the chances of generous behavior in the future. Thankful called an empathetic emotions (Lazarus and Lazarus, in Emmons and McCullough, 2003) because it was predictable as the capacity to recognize the benefits of the action in one's life. Thankful is also the root of the nature of the East Asia which has high sensitivity and attention to others. Some research suggests that there are many dimensions of time perspective, which consists of past-negative, past-positive, present-fatalistic, present-hedonistic, futures, and transcendental-future (Zimbardo and Boyd, 2010). The supervisor captures the attitude towards the past, not record the events good and bad objective. Positive attitudes towards the past reflects the positive events that actually people experiencing, or positive attitude that allows individuals to make the best of circumstances is very difficult. What people believe happened in the past affect the thoughts, feelings, and behavior in the present. People who experience severe events but if it is able to finish with positive ways will be resilient and optimistic. Results of this study was supported by research Zimbardo and Boyd (2010), which uses the first semester students in the United States show that students who are Muslim has the past-negative scores are low, the lower the present-fatalistic, as well as the future time perspective is high. This is because the followers of Islam had never been to prioritize pleasure, always controlled, focused on the routine of worship and always remember the result of the behavior in the future. It is this factor that makes Muslims who mendominasi subject of this study, namely 100% of production employees and 82.14% in employee supervisor has a high level of subjective well-being.

The relationship between employee benefits to the subjective well-being of employees supervisor obtained  $r = 0.427$  and  $p = 0.001$ . This shows that there is a significant relationship between employee benefits to the subjective well-being of employees supervisor. Creed et al. (2001) showed that certain groups can attain happiness when materialistic needs are met as well as the economic establishment (Cotton and Hart, 2003). The study of remuneration in the organization of work show that: 1). Well-being achieved if the consideration received appropriate or feasible perceived by employees; 2). The feeling of satisfaction is influenced by the comparison between the remuneration obtained, with what is obtained by other people; 3). Satisfaction is influenced by how

satisfied employees by intrinsic and extrinsic rewards; 4). Preferred Rewards vary from different sides of a person's career, at the age levels and a variety of situations, and 5). Money is a reward that encourages something of prestige, autonomy, security, and protection. Rewards or awards may be given by the leadership, groups, or individuals themselves, either directly or indirectly increase the subjective well-being of employees (Gibson et al., 1994). Research results Blanchflower (2001) stated that in general low but significant correlation between remuneration or income with subjective well-being found on a representative sample in Japan. Remuneration which is also consistently associated with subjective well-being in a country (Diener et al., 2005). Kingdon and Knight (2004) and Baker et al. (2005), the research results gained that employee benefits have a positive and significant correlation with subjective well-being. Diener et al. (2005) also states that at the individual level and the national level, changes in income over time have little effect on subjective well-being. The results showed that there is a correlation between fulfillment of expectations payroll or compensation with subjective well-being (Hubbard, 2005). One possibility is that the income only affects the subjective well-being at a lower level, where basic needs have not been met. When basic needs are met, an increase in income or wealth is only little effect on happiness. There are some who say that in terms of religiosity can also obtain happiness (Compton, 2005). But from the interviews although there has been a remaining finances, they have not been able to achieve a high subjective well-being. Thus further confirming that emotional factors play a Role in providing optimization of subjective well-being.

### Conclusion:-

1. Personality agreeableness, neuroticism, sense of humor, and social support determines the high-low subjective well on production employees at PT. Y, it is because of cultural kinship company has three functions such as family functions, ie functions of affection, the maintenance function, and the function of empowerment, so that among employees like family members would be easy joke / "gojekan", mockery, "ngrumpi" and give support especially emotional and informational support, and give considerable attention to the development and training of employees and increasing autonomy.
2. In the employee supervisor, who became a predictor or determinant of the high-low subjective well-being is a personality type variable openness to experience, agreeableness personality types, grateful, and employee benefits.
3. Personality agreeableness be a predictor of subjective well-being of employees and employee production supervisor. Javanese culture has a strict view of the importance of alignment. Deeply internalized feelings in the soul of the Javanese is the sensitivity to not be humiliated in public. Thus fostering a feeling of conformity, controlling behavior, and maintaining strict social harmony. The conflict was muted mightily.
4. The high-low Determinants of subjective well-being of workers are employees of internal factors that personality agreeableness, neuroticism, and a sense of humor. The workers will also increase the well-being of subjectivity when obtaining social support from outside.
5. That showed significant differences between production employees and the employees supervisor is the subjective well-being, personality type openness to experience, conscientiousness, agreeableness, neuroticism, humor, gratitude, social support, employee benefits, and working conditions. Subjective well-being of employees is higher than the production supervisors employees, because positive psychology centered on the meaning of life, how people interpret everything that happens within him. At the employee supervisor, employee benefits are a means to encourage something that is prestige, autonomy, security, and protection.
6. Predictors showed no difference between the employee and the employee production supervisor extraversion is the personality type, as well as subjective well-being in terms of gender.
7. Humor appreciation and humor tolerance has a significant correlation with subjective well-being in the production employees. This suggests that subjective well-being of employees will increase production even if just to appreciate the humor created by others, or respond to other people's jokes. Humor production and humor coping may not be a predictor of high and low subjective well-being, because not everyone is able to create humor and being able to use humor to resolve the issue. It thus shows that even though a person is able to create humor or being able to use humor to solve the problem, but if it is unable to appreciate the humor in the environment, then he will not be able to improve the well-being of subjectivity.
8. The correlation between social support and well-being aspects of subjective production employees, shows that emotional and informational aspects have a significant correlation with subjective well-being. Instrumental aspects and assessment has no relationship with subjective wellbeing Thus the size of the instrumental support or materialistic as well as support for assessment or giving feedback does not determine the level of subjective well-being, when the emotional support or informational support is not obtained.

9. Aspects grateful that correlated with subjective well-being is an aspect of good intentions, act positively, and grateful transpersonal, while aspects of the appreciation of someone or something and thank personally can not be a predictor of high and low subjective well-being of employees supervisor. Subjective well-being can be achieved not just good intentions, but it must be done with a real positive actions and with gratitude transpersonal. Through concrete actions, one will soon get feedback from their behavior, and through transpersonal grateful to be gained comfort and relief, so that subjective well-being can be increased.
10. Employee benefits are correlated with subjective well-being of employees employee benefits supervisor is intrinsic, whereas extrinsic employee benefits may not be a predictor of high and low subjective well-being of employees supervisor. These results indicate that the employee supervisors interpret the work as a career like characteristics always perform task completion, achievement, autonomy, and personal development. Employee benefits are correlated with subjective well-being of employees employee benefits supervisor is intrinsic, whereas extrinsic employee benefits may not be a predictor of high and low subjective well-being of employees supervisor. These results indicate that the employee supervisors interpret the work as a career like characteristics always perform task completion, achievement, autonomy, and personal development.
11. Familial culture is growing rampant in PT. Y, because of the socialization and perception of the way to work. The first is the perspective of socialization which employees assess that co-production becomes a very important thing, to social support had a significant correlation with subjective wellbeing production employees. In building that relationship which must be adhered to is the value of equality that all men are equal and therefore must be mutual respect between people. Another perspective is the perception of the way to work, have to balance between the achievement of social relationships. Therefore, salaries or employee benefits is not a measure or predictor for subjective well-being of workers, particularly the production employees.
12. A steady income through minimum wage has no effect on the high-low subjective wellbeing and effect only when the system of employee benefits following the performance.

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