

OPTIMISM AND SPIRITUALITY TOWARDS SUBJECTIVE WELL-BEING IN EMPLOYEES

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Abstract. This study aims to determine the relationship and influence between optimism and spirituality on subjective well-being of PT Reckitt Benckiser Indonesia employees. This study uses quantitative research methods with data analysis using correlation tests and regression tests. The subjects in this study were employees of PT Reckitt Benckiser Indonesia, totaling 256 employees. This study uses the LOT-R scale to measure optimism with reliability value of Alpha Cronbach 0,922, the DSES scale to measure spirituality with reliability value of Alpha Cronbach 0,897 and the SWLS and SPANE scale to measure subjective well-being with reliability values of Alpha Cronbach 0,912 and 0,909. The data analysis technique used the Rank Spearman correlation test and multiple linear regression tests. The results of this study are that there is a relationship between optimism and the subjective well-being of PT Reckitt Benckiser Indonesia employees, there is a relationship between spirituality and the subjective well-being of PT Reckitt Benckiser Indonesia employees and there is an influence of optimism and spirituality on the subjective well-being of PT Reckitt Benckiser Indonesia employees with the determinant R^2 of 0,421 which means that optimism and spirituality contribute to subjective well-being of 42.1%, while the remaining 57.9% is influenced by other variables not examined in this study.

Keywords: Optimism; Spirituality; Subjective Well-Being

1. INTRODUCTION

Indonesia is a maritime country consisting of five large islands. With the large number of islands and population in Indonesia, there are more and more workers in Indonesia. According to the Central Statistics Agency (BPS), the workforce in Indonesia aged 20 – 49 years in February 2022 amounted to 97.95 million people (Kusnandar, 2022). According to the Manpower Office (2019), the distribution of labor in Indonesia is uneven, most of the Indonesian workforce is on the island of Java, while in other areas with wider areas there is still a shortage of labor. According to the West Java Central Statistics Agency, the number of workers in West Java in 2021 will reach 24 million people (Statistics, 2021).

According to the Investment Coordinating Board (Tempo, 2015), Java Island is still listed as the province with the largest labor absorption. West Java is the province with the largest number of workers on the island of Java as recorded by the Central Statistics Agency, so the large number of workers certainly indicates that the number of companies in West Java is quite large. Based on Data.jabarprov.go.id (2020), the large number of workers concentrated on the island of Java causes competition to become tighter and companies must be very selective in choosing workers within the company because human resources or employees play a very important role in the sustainability of the company. so companies must be able to select competent human resources in each field.

Human resources are the most important element for achieving the company's goals or vision and mission because it is a factor that cannot be separated from the company. These human resources will be the movers, designers and thinkers for the company's progress. Currently, companies consider human resources to be the key to a company's success (Susan, 2019).

Employees as human resources in the company must be chosen well because they will support important responsibilities for the company. Therefore, so that employees can work optimally, companies must pay attention to employee welfare. Appropriately, companies must always pay attention to the welfare of their employees (Maulida & Shaleh, 2018). Subjective well-being is an important factor for employees because it includes satisfaction in marriage, work, satisfaction with oneself, family and even peers (Hamdana, 2015). An employee has subjective well-being when the employee feels satisfied with his life, and feels positive emotions more often than negative emotions. Employees who assess the work environment as an interesting, fun and full of challenges means that the employee can be said to be happy or have prosperity for themselves (Maulida & Shaleh, 2018).

The subjective well-being of employees can be seen from the presence or absence of feelings of happiness. Subjective well-being can also be seen from affect shown by the employee, if the employee shows a lot of positive affect such as happiness and calm, then the employee can be said to have subjective well-being (Nuryanti et al., 2021). The high subjective well-being of employees can be seen from the life satisfaction of employees and the happiness that radiates from their daily lives as visible positive emotions and minimal negative emotions (Maulida & Shaleh, 2018).

Employees who have subjective well-being will be able to face all events in life better. However, employees who do not have subjective well-being will view everything that happens in their lives negatively and therefore tend to emit negative emotions in their daily lives, especially at work (Maulida & Shaleh, 2018). This subjective well-being is important for every employee to have because when employees feel prosperous, employees will always feel happy and tend to have greater social benefits, have a cooperative attitude and have a high prosocial spirit (Khairudin & Mukhlis, 2019).

According to Ramadhani, et al (2018) currently, there are still many employees who feel less prosperous and tend to feel negative emotions such as anger, anxiety, sadness, worry and envy so that employees' subjective well-being is less visible. Based on research by Sinaga (2018), it is known that in coal companies, employees still often shows anxiety when working. This is also felt by employees at cell phone companies who do not show enough happiness and peace in their work life (Najimah, 2020). The negative emotions that arise occur because employees view events that occur in their lives as unpleasant events and tend to underestimate their lives, which is a sign of a lack of employee subjective well-being (Khairudin & Mukhlis, 2019). These negative emotions can be seen in every domain of life, including work (Sari & Maryatmi, 2019).

This is also reinforced by previous research which shows that subjective well-being is a problem faced by company employees in general (Najimah, 2020). Employee welfare is important to pay attention to because it has a positive impact on a person's performance both at work and in everyday life (Laloan, 2018). When employees feel prosperous, employees will feel happy at work, resulting in benefits such as having better relationships and having greater social benefits (Sinaga, 2018).

This phenomenon of lack of subjective well-being experienced by employees also occurs at PT Reckitt Benckiser Indonesia which operates in the field of manufacture. In this case, employees still feel less prosperous even though the company has provided the best for its employees. Based on the results of interviews conducted on 29 and 31 October and 1 November 2022 with 5 employees at PT Reckitt Benckiser Indonesia regarding subjective well-being issues, it can be seen that in the first aspect, namely the cognitive aspect, there are 3 out of 5 employees or 60% who have problems with this aspect. Employees admit that they are not satisfied with the facilities provided by the company even though the company has made great efforts to fulfill and improve their lives. Employees feel that they are less able to realize the various things that the company has given them. This shows that there are indeed cognitive problems among employees in evaluating themselves so that employees feel less prosperous about what the company has provided.

Then based on the second aspect, namely the affection aspect, there are positive and negative affects in it. Based on the interview results, 4 out of 5 employees or 80% said that there were problems with negative affect. Employees often have feelings of anxiety and worry which ultimately trigger anger. So employees easily disagree with their co-workers, don't focus on doing their work and seem less enthusiastic about their field of work. This indicates that there is more affect prominent negativity shown by employees that affect The positive side arises from a lack of self-evaluation of one's well-being.

Awareness in self-evaluation must be increased by employees by making employees more confident in their goals and having positive hopes in carrying out their work or being optimistic (Purnomo & Nawangsih, 2021). According to Purnomo & Nawangsih (2021), someone who has optimism can live a better life because the employee can look positively at all difficult situations to rebuild their life goals so that employees can achieve prosperity. With the optimism possessed by employees, it will be easier for employees to achieve their goals and feel confident in their life goals which have a positive impact on their welfare (Irawan, 2019).

Apart from optimism, subjective well-being can also be improved through spirituality, as stated by Arung and Aditya (2021) that spirituality has a big influence on employee well-being because individuals who have a close relationship with God and the surrounding environment will be able to increase positive affect and life satisfaction (Arung & Aditya, 2021). Employees who have spirituality will have strength and confidence in living their lives, employees believe that if they have a close relationship with God in the surrounding environment then their lives will be prosperous (Chairunnisa & Fourianalistyawati, 2019).

Spirituality can improve well-being because it can help individuals give positive meaning when experiencing difficulties from problems that occur to them. This spirituality is linked to the connection of an individual's feelings with God and their synergy with Godsocal environment. Individuals who have a connected relationship with God and have a good relationship with the surrounding environment can help improve the individual's subjective well-being (Nuryanti, et al., 2021). Currently, many employees seem to have closeness to God, often pray and worship God but still often experience turmoil with their surrounding environment. The manifestation of spirituality is in the form of positive emotions, which are the ability to manage feelings and thoughts in relationships intrapersonal so that employees have the ability to behave appropriately towards their social environment so that positive emotions emerge which give rise to subjective well-being. Therefore, spirituality must be possessed by employees so that employees can have a good relationship with God and the surrounding environment to get positive emotions to support subjective well-being.

Subjective well-being is very important to study because it will influence the implementation of work carried out by employees. Employees who often express negative emotions in their work will transmit these emotions to other employees so that the work process becomes less enjoyable. Employees who have a high level of subjective well-being are also able to make maximum contributions to the company, thereby encouraging increased employee productivity at work.

Based on the background above, researchers are interested in researching the subjective well-being of employees which is influenced by factors contained within themselves, namely optimism and spirituality. Therefore, in this research the researcher is interested in carrying out research with the title "Optimism and Spirituality on Subjective Well-being". This research aims to determine the relationship and influence between optimism and spirituality on the subjective well-being of PT Reckitt Benckiser Indonesia employees.

2. LITERATURE REVIEW

2.1. Optimism

Scheier and Carver (2002) explain that optimism is an attitude of always having good hopes for the future and tending to expect pleasant results. Optimism is also known as a positive way of thinking. An optimistic person is a person who has a good picture and view of the future in his life. This future includes good and positive goals and hopes in all aspects of life.

According to Chang (Irawan, 2019), optimism is a positive result of thinking consisting of general beliefs based on the individual's rational estimate of achieving success and belief in the individual's ability to achieve it. Someone who has an optimistic attitude will not give up easily and is always able to face various difficult situations. Then, according to Peterson and Bassio (Aras, et al., 2020), optimism is a belief that causes individuals to approach the world actively. Individuals who have an optimistic attitude will believe that the future represents positive opportunities with successful outcomes.

2.2. Spirituality

Underwood and Teresi (Parlia, et al., 2018) spirituality is defined as an individual's opinion regarding spiritual experiences related to transcendent things and their meaning in everyday life which includes feelings of awe, gratitude, always being aware of love and always wanting to be close to God or always feeling connected to God and the individual's connection to his social environment.

This spirituality also takes the form of intrapersonal appreciation which is unique and is usually shown in individual relationships in the social environment (interpersonal relationships) which can be useful, provide inspiration and can produce something that has values for life. Positive emotions are a manifestation of spirituality in the form of an individual's ability to manage feelings and thoughts in social relationships which causes a person to have their own life values and the ability to respond to each event appropriately. (Pakaya, et al., 2017).

2.3. Subjective Well-Being

Diener, et al (2003) subjective well-being (*subjective well-being*) is an analysis of how individuals evaluate themselves both in their current life and in past lives. Diener, et al also stated that this evaluation is used to describe the level of well-being experienced by each individual in their respective lives. The evaluation carried out includes the individual's emotional feelings towards an event, mood, as well as assessments in the form of individual life satisfaction, fulfillment and satisfaction with work and marriage.

There is also Another explanation regarding subjective well-being explained by Utami (Najimah, 2020) is that subjective well-being is an event consisting of a cognitive and emotional evaluation of an individual's life as an individual's evaluation of his life which includes three main components, namely experiencing many positive or pleasant affects such as happiness, peace, harmony and affection, then experience a little affect negative feelings such as fear, anger, anxiety and sadness as well as individual personal opinions related to life satisfaction. This subjective well-being is used as a predictor of a person's life.

3. RESEARCH METHODS

Subjective well-being is something that is very important to know. Subjective well-being can affect a person in their work environment. In this research, there are two things that can influence subjective well-being, namely optimism and spirituality as explained in the introduction above. This research was conducted at PT Reckitt Benckiser Indonesia from October 2022 to August 2023. This research was conducted during that time period because the phenomenon occurred during that time period.

The population in this study was 714 people who were employees at PT Reckitt Benckiser Indonesia. Sampling using techniques of simple random sampling with the Slovin formula and using a precision value of 95%. Based on the results of calculations using the Slovin formula, the results obtained were 256 employees used as samples in this study who were taken at random and were employees of the company. The criteria for respondents in this study were men and women aged 18–55 years.

Researchers used these criteria for respondents to find out whether there were differences in subjective well-being that were visible across age ranges, and researchers used criteria for men and women because they wanted to know whether there were differences in well-being between men and women. The data collection technique used in this research used interview methods and psychological measurement scales. The research instrument for scales of optimism, spirituality and subjective well-being was prepared using a scale likert. The data analysis used in this research is the description test, correlation test and regression test. The description test was used to determine the picture of optimism, spirituality and subjective well-being of PT Reckitt Benckiser Indonesia employees. Test the correlation using the correlation test Rank Spearman to determine the relationship between optimism and subjective well-being in PT Reckitt Benckiser Indonesia employees and the relationship between spirituality and subjective well-being in PT Reckitt Benckiser Indonesia employees. Then the regression test used was a multiple linear regression test to determine the effect of optimism and spirituality on the subjective well-being of PT Reckitt Benckiser Indonesia employees.

4. RESULTS AND DISCUSSION

Based on the results of data collection from 256 research subjects who had been categorized using empirical categorization, in the optimism variable (X1) it was found that 25 people (9.8%) were in the low category, 207 people (80.8%) were in the medium category and 24 people (9.4%) are in the high category. This means that the level of optimism possessed by employees at PT Reckitt Benckiser Indonesia is in the medium category. In the spirituality variable (X2), it was found that 31 people (12.1%) were in the low category, 184 people (71.9%) were in the medium category and 41 people (16%) were in the high category. This means that the level of spirituality possessed by employees at PT Reckitt Benckiser Indonesia is in the medium category. In the subjective well-being variable (Y), it was found that 34 people (13.3%) were in the low category, 182 people (71.1%) were in the medium category and 40 people (15.6%) were in the high category. This means that the level of subjective well-being of employees at PT Reckitt Benckiser Indonesia is in the medium category.

Correlation test results Rank Spearman which has been carried out between the optimism variable (X1) and the subjective well-being variable (subjective well-being) (Y), obtained the result that the two variables are positively and significantly correlated with a correlation coefficient of 0.498 which is included in the quite strong category and produces a Sig value. (2-tailed) of 0.000 ($p < 0.05$) So it can be concluded that H01 rejected, until Ha1 accepted. According to the results of the tests that have been carried out, it can be seen that optimism (X1) has a positive and significant relationship with subjective well-being (subjective well-being) (Y), which means that the higher the level of optimism possessed by PT Reckitt Benckiser Indonesia employees will be associated with the higher subjective well-being of PT Reckitt Benckiser Indonesia employees. Below is a table of correlation test results Rank Spearman optimism with subjective well-being:

Table 1 Spearman Rank Correlation Test X1 with Y

Variable	Correlation coefficient Rank Spearman	Sig.	Information
Optimism with Subjective Well-Being	0,498	0,000	Significant (There is a relationship)

Correlation test results Rank Spearman that has been carried out between the spirituality variable (X2) and the subjective well-being variable (subjective well-being) (Y), obtained the result that the two variables are positively and significantly correlated with a correlation coefficient of 0.459 which is included in the quite strong category and produces a Sig value. (2-tailed) of 0.000 ($p < 0.05$). So it can be concluded that H02 rejected, until Ha2 accepted. According to the results of the tests that have been carried out, it can be seen that spirituality (X2) has a positive and significant relationship with subjective well-being (subjective well-being) (Y), which means that the higher the level of spirituality possessed by PT Reckitt Benckiser Indonesia employees will be associated with the higher subjective well-being of PT Reckitt Benckiser Indonesia employees. Below is a table of correlation test results Rank Spearman spirituality with subjective well-being:

Table 2 Spearman Rank Correlation Test X2 with Y

Variable	Correlation coefficient Rank Spearman	Sig.	Information
Spirituality with Subjective Well-Being	0,459	0,000	Significant (There is a relationship)

The regression test is used to find out how much influence the independent variables have on the dependent variable. The regression test used in this research is multiple linear regression because this research uses three variables, namely optimism (X1), spirituality (X2) and subjective well-being (Y). Based on the results of multiple linear regression tests that have been carried out between the variables optimism (X1), spirituality (X2) and the variable subjective well-being (subjective well-being) (Y), obtained the results that the variables optimism (X1) and spirituality (X2) simultaneously influence the subjective well-being (Y) of PT Reckitt Benckiser Indonesia employees with an F value of 91.947 and the results of the significance test show a Sig.= 0.000 ($p < 0.05$). So it can be concluded that H03 rejected, until Ha3 accepted. Based on the results of the regression test between the variables optimism (X1) and spirituality (X2) on subjective well-being (Y), it can be seen that the results obtained are simultaneously influential and significant. As for the coefficient (R²) the result was 0.421, which means that the independent variables (optimism and spirituality) contributed an influence on subjective well-being of 42.1%, while the remaining 57.9% was influenced by other variables not examined in this research. The results of the multiple linear regression test carried out on employees of PT Reckitt Benckiser Indonesia are as follows:

Table 3 Multiple Linear Regression

Model	Coefficient B	T	Sig.	Information
Constant	9,994	1,710	0,000	
Optimism (X1)	1,628	7,933	0,000	Significant
Spirituality (X2)	0,414	7,710	0,000	Significant
Uji F	91,947			
R	0,649			
Coefficient of Determination (R ²)	0,421			
Adjusted R	0,416			

DISCUSSION

This research was conducted on employees of PT Reckitt Benckiser Indonesia with a total of 256 subjects. This research aims to reveal the research hypothesis, namely to find out whether there is a relationship and influence between the variables of optimism, spirituality and subjective well-being in employees of PT Reckitt Benckiser Indonesia. The data analysis used in this research is a correlation test Rank Spearman to determine the relationship between variables and use multiple linear regression tests to determine the influence between variables. Based on the results of research conducted on 256 subjects, the results of the description of the optimism variable showed that 25 people (9.8%) were in the low category, 207 people (80.8%) were in the medium category and 24 people (9.4%) were in the high category. This means that the level of optimism possessed by employees at PT Reckitt Benckiser Indonesia is in the medium category. Based on the results of interviews that have been conducted, this is because a small number of employees still think that they are not capable of doing the work that they can actually do simply because they do not have the confidence to take on the new job. This is in line with research conducted by Sari & Maryatmi (2019) which explains that a person's lack of optimism is caused by their cognitive ability and rational ability to process beliefs in achieving success.

An optimistic attitude is needed in the world of work to support a person's success in their field of work. Employees can be transferred or given the challenge of facing a new job as a form of increasing the employee's abilities and assisting in the promotion process where new abilities will be needed for placement in a new position. The feeling of optimism possessed by employees will bring employees to their desired goals, an optimistic attitude will also help employees solve problems quickly because they have thoughts and feeling of confidence in one's abilities (Fauzan, 2021). Based on this, it can be seen that the level of employee optimism at PT Reckitt Benckiser Indonesia is quite good because it is in the medium category, this shows that the majority of employees can trust their abilities and can achieve their goals and hopes with these abilities.

Based on the results of research conducted on 256 subjects, the results of the description of the spirituality variable showed that 31 people (12.1%) were in the low category, 184 people (71.9%) were in the medium category and 41 people (16%) is in the high category. This means that the level of spirituality possessed by employees at PT Reckitt Benckiser Indonesia is in the medium category. Based on the results of interviews that have been conducted, this is because a small number of employees do not have a good relationship with their surrounding environment which is caused by a lack of application of the meaning of worship into the work environment. This is in line with research conducted by Wahyu (2020) which states that spirituality can create a sense of togetherness among employees. Togetherness between employees can create a mutually supportive work environment that can minimize the level of stress experienced by employees.

Spirituality can also make employees have a positive view of their work, work is no longer seen as a heavy burden that must be carried by them, but work will enable them to find meaningful and enjoyable life experiences. Employees who have high spirituality will usually be happier and more productive in carrying out their work. These feelings can cause employees to be more loyal to the company and able to stay longer in an organization to help develop the company (Wahyu, 2020). Based on the description of the variables above, it is known that the spirituality level of PT Reckitt Benckiser Indonesia employees is in the medium category, this shows that employees at PT Reckitt Benckiser Indonesia are able to apply the meaningfulness of worship to their daily lives so that a productive work environment arises.

Based on the results of research conducted on 256 subjects, the results of the description of the subjective well-being variable showed that 34 people (13.3%) were in the low category, 182 people (71.1%) were in the medium category and 40 people (15.6%) is in the high category. This means that the level of subjective well-being of employees at PT Reckitt Benckiser Indonesia is in the medium category. Based on the results of interviews that have been conducted, this is because a small number of workers still often feel negative effects such as excessive anxiety, and a feeling of dissatisfaction with all the facilities provided by the company even though these facilities really support the work processes of their employees.

This is in line with research conducted by Hamdana (2015), the number of positive and negative feelings experienced at work is caused by the individual's assessment of activities, events, problems and everything that happens in his life, even though he has been given everything to support his life. The individual's own thoughts will determine his well-being. Based on the description of the variables above, it is known that the level of subjective well-being of PT Reckitt Benckiser Indonesia employees is in the medium category, this shows that employees at PT Reckitt Benckiser Indonesia are able to evaluate the information received by them with an active thinking process so that they are able to control themselves and face all events. in life with positive emotions.

Based on the results of the first hypothesis test using the correlation test Rank Spearman Between the optimism variable and subjective well-being, a correlation coefficient value of 0.498 was obtained, which is included in the quite strong category and produces a Sig value. (2-tailed) of 0.000 ($p < 0.05$) which means that there is a fairly strong relationship between optimism and subjective well-being in PT Reckitt Benckiser Indonesia employees. According to the results of the correlation coefficient, it is known that there is a positive and significant correlation between optimism and subjective well-being, which means that when employees of PT Reckitt Benckiser Indonesia have a level of If optimism is high, the employee's subjective well-being will be high, and vice versa, if an employee has a low level of optimism, the employee's subjective well-being will also be low.

The test results show that there is a positive and significant relationship between optimism and the subjective well-being of PT Reckitt Benckiser Indonesia employees. This positive relationship can also be seen in the work lives of employees based on the results of in-depth interviews conducted by researchers. Employees who have an optimistic attitude in achieving goals will tend to feel prosperity in their lives. This optimism possessed by employees can occur when the work environment supports employees to always develop themselves. This supportive work environment occurs at PT Reckitt Benckiser Indonesia which always provides training to its employees so that employees can have new skills and provide opportunities to occupy higher positions with the skills they have.

The results of this first hypothesis are in line with research by Fauziya (2022) which states that employee optimism can increase the employee's subjective well-being because when employees work and always believe in themselves to be successful in achieving their goals and hopes, then in every job they will always feel happy. enthusiasm and other positive feelings that will support employees in achieving their well-being. Employees really need an optimistic attitude in themselves because this attitude will bring employees to their life goals so that feelings of happiness emerge which increase the employee's subjective well-being.

Based on the results of the second hypothesis test using the correlation test Rank Spearman Between the spirituality variable and subjective well-being, a correlation coefficient value of 0.459 was obtained, which is included in the quite strong category and produces a Sig value. (2-tailed) of 0.000 ($p < 0.05$) which means that there is a fairly

strong relationship between spirituality and subjective well-being in PT Reckitt Benckiser Indonesia employees. According to the results of the correlation coefficient, it is known that there is a positive and significant correlation between spirituality and subjective well-being, which means that when employees of PT Reckitt Benckiser Indonesia have a high level of spirituality, the level of subjective well-being of the employee is also high, and vice versa when employees have a low level of spirituality. , then the employee's subjective well-being will also be low.

The test results show that there is a positive and significant relationship between spirituality and the subjective well-being of PT Reckitt Benckiser Indonesia employees. This positive relationship can also be seen based on the results of in-depth interviews conducted by researchers which show that the majority of employees can relate well to their superiors and co-workers, employees also feel peace and tranquility in worship because the company does not limit the time for worship while carrying out work. When employees feel comfortable in carrying out their spiritual activities and applying the meaning of worship to the everyday world, employees will tend to feel feelings of happiness, peace and calm so that employees can feel well-being. The results of this second hypothesis are in line with research by Alexandri and Zahra (2017) who said that in the process of worship there must be instructions from God that can be applied to daily life so that individuals will always feel calm because they are confident that their lives have been regulated by God. This spirituality can provide direction or meaning for individuals to understand, encourage each other and have a feeling of connection with themselves, nature, other people and even God. Employees who have spirituality will see work as a tool to increase the meaning of life that has been given by God, not just a tool to earn money, so employees will tend to work diligently. positive feelings.

Based on the results of the third hypothesis test using multiple linear regression tests between the variables optimism, spirituality and subjective well-being, it is known that the variables of optimism and spirituality simultaneously influence the subjective well-being of PT Reckitt employees Benckiser Indonesia with an F value of 91.947 and the results of the significance test show a Sig.= 0.000 ($p < 0.05$). Based on these results, it can be concluded that there is an influence of the variables optimism and spirituality on subjective well-being. Based on the results of the regression test between the variables optimism and spirituality on subjective well-being, it can be seen that the results obtained are simultaneously influential and significant. As for the coefficient (R^2) the result was 0.421, which means that the independent variables (optimism and spirituality) contributed an influence on subjective well-being of 42.1%, while the remaining 57.9% was influenced by other variables not examined in this research.

This can be interpreted to mean that an employee's subjective well-being can be influenced by the employee's optimism and spirituality. Based on the researcher's analysis, this is in line with the results of the first hypothesis and the results of the second hypothesis which showed that there was a positive and significant relationship between the optimism variable and subjective well-being as well as a positive and significant relationship between the spirituality variable and subjective well-being. These two variables provide an effective contribution of 42.1% to subjective well-being. If we look at the results of the beta coefficient, it can be seen that among the optimism and spirituality variables, the one that influences subjective well-being the most is the optimism variable (beta coefficient 1.628) compared to the spirituality variable (beta coefficient 0.414).

Based on the researcher's analysis obtained from the results of in-depth interviews regarding one aspect of optimism, it is known that employees who do not have confidence in their abilities give up more easily when facing obstacles at work so that employees find it difficult to feel calm in carrying out their work because they tend to feel worried if they are given a job. something new that doesn't suit his skills. However,

employees who believe in their abilities will tend to feel happy if they get a new job because employees see the job as a challenge to improve their abilities. This ability will be useful to support your career and achieve your life goals. In other words, when employees have high optimism, the employee's subjective well-being will also be high.

Based on researchers' analysis regarding spirituality, it is known that employees who do not apply the meaning of worship will often clash with their colleagues and will tend to feel negative feelings when they are at work. Employees who always apply their spirituality at work will bond with their co-workers, thereby reducing feelings of stress and worry. Employees who have a good relationship with their environment will always have support to achieve their goals so that employees will achieve the prosperity they hope for. Prosperity can be achieved by employees' ability to evaluate their lives. The more often employees feel comfortable and grateful in carrying out their work, the more they will feel prosperous and will not make work a burden they have to bear but rather as a tool to obtain blessings in their lives.

This shows that optimism and spirituality together can influence an employee's subjective well-being. If employees have high optimism and spirituality, the level of subjective well-being of these employees will also be high. This is because when employees believe in their abilities, believe in their life goals, have a strong relationship with God and apply the meaning of worship in their lives to connect with other people and the environment, then employees will always create feelings of calm, peace and happiness and give rise to other positive emotions in the work being carried out.

Vice versa, when employees have low optimism and spirituality, the employee's level of subjective well-being will also be low. This is because when employees do not believe in their abilities, always give in to circumstances, have no desire to develop, believe too much in their abilities and do not involve God in their activities and think negatively about their co-workers, then employees will always be anxious and worried when carrying out their work. . Employees assume that work is a threat to himself and will cause negative feelings every time the employee carries out his work. Therefore, it is very important for companies to increase employee optimism and spirituality so that employees can achieve subjective well-being so that they can contribute fully to the company and not disrupt the company's sustainability (Sinaga, 2018).

CONCLUSION

Based on the research that has been carried out, the results can be concluded that the optimism of 207 PT Reckitt Benckiser Indonesia employees (80.8%) is in the medium category with a percentage of 80.8%. The spirituality of 184 PT Reckitt Benckiser Indonesia employees (71.9%) is in the medium category with a percentage of 71.9%. The subjective well-being of 182 PT Reckitt Benckiser Indonesia employees (71.1%) is in the medium category with a percentage of 71.1%. The results of hypothesis testing can be concluded that there is a positive relationship between optimism and subjective well-being with a correlation coefficient of 0.498 sig. 0,000. There is a positive relationship between spirituality and subjective well-being with a correlation coefficient of 0.459 sig 0.000. There is a simultaneous influence of optimism and spirituality on subjective well-being with an F value of 91.947 sig. 0.000 and contributed an influence on subjective well-being of 42.1%, while the remaining 57.9% was influenced by other variables not examined in this research. The researcher provides suggestions for future researchers who are interested in this topic to reveal other factors that can influence subjective well-being. Future researchers can also conduct research on companies operating in fields other than manufacturing so that this research becomes more diverse in every sector of private and government agencies. Then for companies, it is hoped that they will pay attention to employees regarding their needs in order to realize the welfare of employees because the needs that must be met are not only material, but also spiritual needs that become food for the soul so that employees can improve the quality of welfare in their lives.

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