

AUTHENTIC HAPPINESS TRAINING (AHT) OF INDONESIAN MIGRANT WORKERS IN MALAYSIA

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ABSTRACT Indonesian Migrant Workers (IMW), namely Indonesian workers who work abroad legally. Workers abroad must adjust to new situations because they live far away from relatives and people they often meet. Conditions like this sometimes make them feel alone and less happy. Therefore, in the even semester of the 2023/2024 academic year, Psychology Study Program Lecturers carry out Community Service. The theme is "Empowering Indonesian Migrant Workers: A Multidisciplinary Capacity Building Approach at the Indonesian Embassy in Kuala Lumpur Shelter Care." Eighty-two universities in Indonesia attended this Community Service. The title of Community Service is "Authentic Happiness Training for Indonesian Migrant Workers in Malaysia." Because of the background conveyed, they often IMW feel unhappy because of conditions that require them to adapt significantly. This Community Service activity was carried out in a hybrid way for IMWs who had work placements in Malaysia. The service itself conducts Community Service online using video conferencing. At the time of implementation, the service was in Indonesia, and the participants were at the Indonesian Embassy in Kuala Lumpur, Malaysia. The material will be submitted on May 26, 2024, from 09.00 WIB to 17.00 WIB. The participants who attended the Indonesian Embassy during PkM amounted to 113 people, 7 of whom were foreign nationals who felt the need for the material. Several materials are presented: videos about happiness at work, understanding of happiness, aspects of happiness, factors that affect happiness, and the SCV happiness formula.

KEYWORDS: *Indonesian Migrant Workers (PMI); Happiness at Work; Authentic Happiness; Training, Indonesian Embassy.*

1. INTRODUCTION

Indonesian Migrant Workers (IMW) migrate outside Indonesia intending to make a living (Maksum et al., 2020; Mohamad et al., 2024; Suhartini et al., 2023). As stated by Bantam et al. (2023), Indonesian Migrant Workers (PMI) are Indonesian workers who have the opportunity to work abroad, whether they are going to, are doing, or have already done work and receive a salary outside the territory of Indonesia. For decades, it is estimated that around 4.5 million Indonesians have worked abroad, in Malaysia, Taiwan, China, Hong Kong, Arabia, Korea, Singapore, and so on (Asri, 2023; Mohamad et al., 2024; Novrinda & Han, 2022; Prianto, 2023). The country destination that is quite popular to visit for IMW is Malaysia (Ahmad et al., 2019; Mohamad et al., 2024; Muslihatinningsih et al., 2020; Prianto, 2023; Wijayanti et al., 2022). Various factors made IMW decide to work abroad, including poverty, the economy, unemployment, and wanting to live abroad (Ahmad et al., 2019; Muslihatinningsih et al., 2020).

Ironically, after working abroad, quite a lot of problems have beenfall IMWs. They were started from cases of harassment, violence, human trafficking, discrimination, and even murder (Bantam et al., 2023; Novrinda & Han, 2022). Various kinds of triggers are the cause of the case. Among them are language barriers, errors in receiving information, misperceptions, adaptability, unhappiness at work, and lack of competence or skills needed by agencies and superiors where they work (Ahmad et al., 2019; Anggara et al., 2024; Mohamad et al., 2024; Setijaningrum et al., 2023). Therefore, the research conducted by Ahmad et al. (2019) suggests that the Indonesian government or labor agencies need to train IMWs who will go abroad. As has been done by researchers in 2023 to IMWs working in Malaysia to improve adaptation skills in work or adaptive performance through GROW Training (Bantam et al., 2023) and related to remote parenting (Dwi et al., 2023).

In 2024, devotees see that issues related to work happiness are also important, as some previous studies have said that someone happy in his job always spreads positive emotions (Elayan et al., 2023; Isa et al., 2019), More optimistic (Awada & Ismail, 2019; Semedo et al., 2019), engaged to their work (Atan et al., 2021; Field & Buitendach, 2011; Rony et al., 2023), Not easy to complain and do the tasks given more optimally or productively (Wesarat et al., 2015).

True happiness comes from individuals identifying and developing their fundamental strengths, using them daily at work, developing relationships with spouses and others, and playing and nurturing children (Seligman, 2002). Mehta (2021) said that happiness has meaning as the state of mind of a human being who feels joy, satisfaction, positive thinking, and a feeling that his life is better, meaningful life, and valuable. There are three paths to happiness: an enjoyable life, a meaningful life, and an engaged life. In addition, according to Seligman (2002), authentic happiness

has four aspects: Optimism, attachment styles, effective relationships, and the meaning of life. Factors that affect a person's happiness are money, marriage, social life, age, health, and religion.

Work happiness is workers' cheerful emotional state when carrying out the work given to them. In the workplace, happiness refers to workers' work and life satisfaction or the subjective well-being felt by workers at work (Wesarat et al., 2015) Work happiness or happiness at work is a positive emotion felt by workers while doing their work or while at work (Atan et al., 2021; Elayan et al., 2023; Field & Buitendach, 2011; Handayani et al., 2023; Plester & Lloyd, 2023; Zacher, 2023). Factors that affect happiness at work include salary, working hours, co-workers, work environment, management. The value of the job is the individual's personality and attitude or skill, as well as the superior's. As stated, one factor affecting work happiness is personality and skills, and it is necessary to improve skills in managing it.

This devotion is essential because, in addition to the issues related to work happiness described, it is also seen that IMWs who live abroad have a reasonably long physical distance from close family, causing feelings of anxiety, sadness, and feeling alone (Asri, 2023; Novrinda & Han, 2022; Putu et al., 2021; Shalihah et al., 2023; Triyono et al., 2024). Research conducted by Putu et al. (2021) found that repatriated Indonesian Migrant Workers had a prevalence of depression of 10.15%, anxiety of 9.25%, and stress of 2.39%. Furthermore, it was also found that IMWs who are at risk of experiencing high anxiety and depression are IMWs with poor perception of health status, high perception of vulnerability, and negative stigma perception.

Therefore, training related to managing happiness is crucial, especially work happiness, to minimize harmful conditions for IMW. In this service, the team offers Authentic Happiness Training (AHT) for Indonesian Migrant Workers, especially in Malaysia. This AHT is done with the SCV Model: Set Range of Happiness, Circumstances, and What You Control.

2. METHOD

Community service is planned to be hybrid, or online and offline in Malaysia, with the theme "Empowering Migrant Workers in Malaysia: A Multidisciplinary Capacity Building Approach and Medical Examination." In addition to strengthening capacity building, the health team carried out free health checks. Various delegates from universities in Indonesia will attend this activity using different delivery methods.

Meanwhile, researchers will complete the service online through a video conference titled "Authentic Happiness Training of Indonesian Migrant Workers in Malaysia." Participants are Indonesian Migrant Workers working in Malaysia. Authentic Happiness Training is a happiness

training design that uses Seligman's Happiness theory (2002). Devotees use the Happiness Formula abbreviated as SCV (SCV Model).

$$H = S + C + V$$

Figure 1. Happiness Formula

SCV is that the individual will be happy when the individual can set the desired range of happiness (Set Range of Happiness / S), know the circumstances that make them happy (Circumstance / C), and know what things or factors can be controlled and cannot be controlled realistically (What You Control / V). Here is an illustration of Seligman's happiness formula (2002).

3. RESULT AND DISCUSSION

The International Community Service (IMW) III in Kuala Lumpur, Malaysia, was held on Sunday, May 26, 2024, precisely at Sekolah Indonesia Kuala Lumpur (SIKL) with the theme, "Empowering Migrant Workers in Malaysia: A Multidisciplinary Capacity Building Approach and Medical Examination." This activity is the result of the collaboration of 82 universities in Indonesia facilitated by the NGO SHARING, with International Institutions in Malaysia, namely the Management of the Special Branch of Nadhiatul Ulama (PCINU) Malaysia, the Indonesian Student Association (PPI) of the Sultan Idris Education University (UPSI), the Embassy of the Republic of Indonesia (KBRI) Kuala Lumpur and the Indonesian School of Kuala Lumpur (SIKL). All parties gave remarks at the opening ceremony, which the Principal of SIKL opened on behalf of the Education Attaché (Atdikbud) of the Indonesian Embassy in KL, Prof. Muhammad Firdaus, who is serving abroad.

The participants who attended were 113 Indonesian Migrant Workers in Malaysia, 7 of whom were foreign nationals who were also present and active until the event was over. The service team gave the participants capacity building and free health check-up services. The researcher provided capacity building to IMWs, especially in the field of Psychology, related to Authentic Happiness Training with the SCV Model.

Authentic Happiness Training is a series of psychological activities targeting affective, cognitive, and psychomotor aspects. This training starts with a video screening for a self-targeting session or targeting the affective aspect, here is the video link used <https://www.youtube.com/watch?v=HEnohs6yYw>. A material session followed them to increase knowledge by targeting the cognitive aspect. The material provided was an understanding of happiness and happiness at work, aspects of happiness, and factors that affect happiness.

The third is improving the psychomotor aspect through the SCV model ($H = S + C + V$). In Session S (Set Range of Happiness), participants are invited to think about one of the events or occurrences and then asked to determine the current range of happiness, with a range of 1 (Very Unhappy) to 7 (Very Happy). In Session C (Circumstance), participants are invited to think about the situation or circumstance that makes them happy, where this event is an event that is opposite to the event or if it happens. In Session V (What You Control), participants were invited to determine from the events which could and could not be controlled. Then, the facilitator invites participants to focus on situations that can be controlled and gives coaching to improve conditions that are not optimal for controlling these conditions. After that, participants are asked to do Session S again, and so on for other events.

Some previous studies have also mentioned that training, counseling, or other self-development can increase happiness in various groups, for example, adolescents (Hartato et al., 2017) and employees (Anindyajati et al., 2018; Hafiz & Kurniawan, 2019; Romão et al., 2022). Research from Romão et al. (2022) mentioned that coaching for leaders also needs to be carried out, not only for their employees. Happy leaders can manage their employees more happily, so employees will also feel happy to be led by such a boss. In addition, research conducted by Triyono et al. (2024) also shows that Indonesian Migrant Workers need to be given therapy in order to manage themselves better so that they are free from symptoms of headaches, anxiety, and unhappiness.

4. CONCLUSION

The results of this community service show that authentic happiness training can be used as capacity building for employees or individuals to increase happiness in general and in the realm of work, especially by using the happiness formula in the form of happiness obtained from the set the range of happiness, circumstance and what you control ($H = S + C + V$). In this service, Authentic Happiness Training was given to Indonesian Migrant Workers in Malaysia, who were enthusiastic about its implementation and received appreciation from the parties involved.

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CONFLICT OF INTERESTS

In this community service, there is no Conflict Of Interest

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