

Research Article

The Visualization Of Subjective Well-Being On Career Diplomats In The Ministry Of Foreign Affairs Of The Republic Of Indonesia

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This study discusses the description of the subjective well-being on career diplomats at the Ministry of Foreign Affairs of the Republic of Indonesia. The purpose of this study is to investigate the description of the subjective well-being of career diplomats at the Ministry of Foreign Affairs of the Republic of Indonesia. This study is done qualitatively with the approach of phenomenology. The aspect that is observed in this study is the subjective well-being (SWB) of career diplomats at the Ministry of Foreign Affairs of the Republic of Indonesia. The methodology of this study include in-depth interview, observation and documentation. The results of this study have shown that career diplomats who work at the representatives of the Republic of Indonesia in foreign countries experience subjective well-being while being posted there. The subjective well-being of career diplomats can be seen from the experiences that promote positive emotion for diplomats, the feeling of happiness on career diplomats in performing their daily duties at the representatives, the feeling of happiness due to the formation of positive relationship with other individuals at the representatives, the feeling of meaningfulness on career diplomats in performing their positive activities and also their achievements throughout their period of posting.

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Introduction

The concept of happiness has been in question since the ancient times of Greek philosophy. As stated by the philosopher Aristotle that happiness is something that humans always desire. Aristotle in Bertens (2007) explains that a happy life is the main goal of human existence. Therefore, humans tend to always try to achieve a happy life. In general view, happiness is considered as calm and success in getting what you want. Happiness is also seen as a condition opposite of suffering and hardship.

Happiness is also a basic need and one of the goals of human life. Therefore, happiness is a dream where everyone tries to find happiness for themselves with various efforts. One of these efforts is to get a good job, with the hope that through a good job and good income and a work environment that provides opportunities for growth, we will get happiness.

Seligman (2013) wrote the book *Beyond Authentic Happiness*, which then uses the concept of subjective well-being to explain happiness. Then scientific studies on happiness developed using the concept of subjective well-being. The concept of subjective well-being is a welfare concept that has five elements that can be measured and contribute to well-being. The five elements of subjective well-being consist of: Positive Emotions (P), Engagement (E), Positive Relationship (R), Meaningful of Life (M), Accomplishment (A), which is summarized as PERMA.

Subjective well-being closely related to one's profession and work. To achieve subjective well-being at work, individuals should be involved and carry out their role as part of the system in the institution where they work with positive emotions, foster positive relationships with people in the work environment, give and get meaning from what is responsibility at work, as well as developing or achieving the expected goals as an achievement from what he has done.

In this study, the theory used is the theory of subjective well-being from Martin E. Seligman, which defines that subjective well-being is the result of subjective and objective individual assessments of themselves and their lives, which includes positive emotions and positive activities. In measuring subjective well-being using PERMA, namely the five elements of subjective well-being consisting of; Positive emotion, Engagement, (positive) Relationship, Meaningful, and Achievement. Besides that, there are three additional features, namely; Self Esteem (Self Confidence), Optimism, and Endurance.

Subjective well-being in work is a subjective and objective evaluative description of the individual towards his work. The extent to which individuals at work feel comfortable, peaceful, and a sense of happiness that is obtained in work involvement is based on subjective judgments. In an objective evaluation, one

can see a positive role while fostering relationships with people in the work environment, one can see opportunities for self-development while working, and the possible achievements that can be obtained from this work. All the positive feelings and evaluations of the positive experiences he went through were seen as an achievement of happiness in working as a diplomat.

Roy (1991), said that the diplomat profession is a profession that many people are interested in. This profession is said to be prestigious because during the term of office a diplomat has "diplomatic immunity" regulated in the Vienna Convention (1961). This diplomatic immunity is only granted by friendly countries to diplomats from countries that send it, and is reciprocal between the two friendly countries. The basis for granting privileges is: (1) A diplomat is a person who represents his country officially. With the privileges given by friendly countries to diplomats, it means that friendly countries respect the diplomat's head of state, (2) There are privileges for diplomats to be free from local laws.

This diplomat profession is obtained along with the acceptance of a person as a government employee called the State Civil Apparatus (ASN) at the Ministry of Foreign Affairs of the Republic of Indonesia. Among ASN, the diplomat profession is seen as having privileges, because it has two types of ranks, namely the regular rank as ASN and the diplomatic rank which rises as long as the diplomat is carrying out his duties in a friendly country as a diplomat. For example ASN with rank IIIId, with structural positions as Head of Sub-Directorate and Echelon III, usually have the diplomatic rank of Secretary I (diplomatic rank-Secretary I). In carrying out his special duties, a diplomat is supported with all the privileges as a state envoy in a friendly country, with a standard of international diplomatic life that ordinary citizens do not have. This also has an impact on special financial support during the period of service in friendly countries. All of these privileges make the diplomatic profession seen as prestige in the eyes of the public. So that a diplomat is always seen as having a special life and in turn having subjective well-being.

However, the reality in working as a diplomat is that there are some diplomats who feel dissatisfied with their work and feel unhappy, because they do not find the things they expect in carrying out their work as diplomats. This creates a feeling of discomfort and unhappiness, and a feeling of not achieving subjective well-being in carrying out his work as a diplomat. Why do some diplomats feel they do not have subjective well-being at work? How can this condition occur?

Seeing the various dynamics of happiness that a diplomat goes through while carrying out his complex duties as a civil servant in the country and also as a professional diplomat abroad, researchers are interested in examining the description of the subjective well-being of the career diplomat profession at

the Ministry of Foreign Affairs. Specifically to see how the picture of positive feelings experienced by a diplomat, the involvement of a diplomat in carrying out his work, the dynamics of relations between individuals in carrying out work, the meaning of life he feels as a diplomat, and what self-development he gets while working as a diplomat. Based on the description of the background above, the formulation of the research problem is: What is the description of subjective well-being in career diplomats at the Ministry of Foreign Affairs, seen through the PERMA aspect of Seligman (2011) which is described in five aspects, namely; Positive emotion, Engagement, positive Relationship, Meaningful, and Achievement?

Method

This study uses a qualitative method with a phenomenological approach. According to Cohen & Manion (in Fattah, 2016), a qualitative research method is a research method that aims to describe social reality that emphasizes the importance of individual subjective experience.

This study describes the subjective well-being of career diplomats using Seligman's (2011) theory, namely PERMA (Positive emotion, Engagement, (positive) Relationship, Meaning, and Achievement) to explain the experiences that the diplomats went through during their tenure. What will be described are the empirical experiences of diplomats that bring them to subjective well-being, and how these diplomats make sense of the experiences they went through while serving as diplomats.

The aspect observed in this study is subjective well-being (SWB) in career diplomats at the Ministry of Foreign Affairs of the Republic of Indonesia, namely the subjective and objective reactions of diplomats in carrying out their work as state civil servants who also serve as career diplomats at representatives of the Republic of Indonesia. SWB diplomats are seen through the concept of PERMA (Positive emotion, positive Relationship, Meaningful, and Achievement).

By determining the participants in this study, the procedure for taking respondents with maximum variation was used, in order to get an overview of the variations in phenomena from various career levels of diplomats, as well as variations in experience based on the country where the diplomat served. Representation of all significant variations, and an approach with maximum variation sampling is expected to be able to describe the heterogeneity of the work of diplomats based on the uniqueness of each country of assignment.

The construction of the research begins with identifying the level of diplomatic education, then the number of respondents at each level, and the variations in the countries where the respondents served, as

well as the uniqueness of their experiences during their tenure. Through this construction, it is expected to be able to explore and describe in depth the unique experiences of each respondent, and capture specific forms of the diversity of experiences of each diplomat.

In this study, the sample was taken with the maximum variation, namely by taking samples from each level of existing diplomat professional education, namely from three levels. The maximum variation is also taken from the different gender of each force, as well as the variation of the country where the diplomat has served, namely; Europe, America, Africa, Asia, as well as areas categorized as Hardship Post regions (conflict-prone areas).

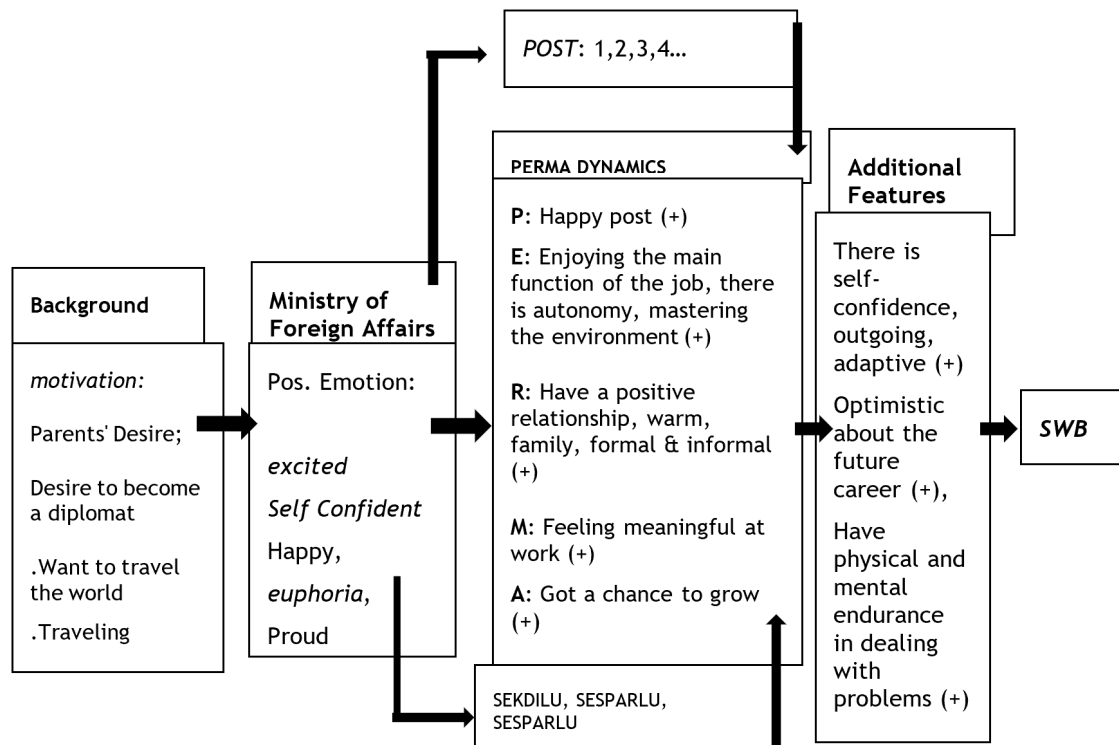
The research was conducted in places that were mutually agreed upon, or chosen by the respondents, so that the respondents felt comfortable telling stories during the interview, and also carried out in the representative country where the respondent was on duty. Research was also conducted through online communication media, bearing in mind that at the time this research was conducted, in all regions of the world there was an outbreak of the Covid 19 virus where humans were a pandemic which could spread the virus to other humans. This crucial situation and condition requires everyone to carry out physical distancing until an undetermined time limit. So this research also has to adapt to the current conditions, namely due to restrictions on meeting face to face with the main respondents, therefore, most of the main respondent interviews were conducted using online communication facilities, besides that there were also respondents who were in other countries who could be interviewed in person. Likewise with the supporting respondents, some were conducted in-person interviews, some were also interviewed online.

Results and discussion

Results

Subjective well-being is defined as an individual's evaluation of himself and his life activities, which consists of feelings of happiness and positive activities. There are five elements of subjective well-being known by the acronym PERMA; positive emotion, engagement, positive relationship, meaningful, and achievement. Seligman stated that in addition to these five elements, there are also three additional characteristics, namely; self-esteem (self-confidence), optimism, and resilience. Through interviews conducted with eight main respondents and eight supporting respondents, the results were obtained by using a measure of the five elements of subjective well-being.

NO	RESPONSE DEN	SUBJECTIVE WELL-BEING				
		<i>Positive Emotions</i>	<i>Engagement</i>	<i>Post. Relationships</i>	<i>Meaningful</i>	<i>achievements</i>
1	ka	+	+	+	+	+
2	RY	+	+	+	+	+
3	MT	+	+	+	+	+
4	UM	+	+	+	+	+
5	MO	-	+	-	+	-
6	NL	+	+	+	+	+
7	ZK	+	+	+	+	+
8	BW	+	+	+	+	+



Description of Respondent PERMA Dynamics

1. Positive Emotions

Happiness

Based on the results of interviews with eight subjects, a feeling of happiness as a diplomat was felt from the start knowing that the respondent was accepted as ASN at the Ministry of Foreign Affairs. This is due to the emotional dynamics that were passed during the selection process which was gradual and took almost a year. Furthermore, the feeling of happiness is also felt in carrying out his work as a career diplomat, the feeling of happiness that is felt is formed because he can do the work he likes, the work he does can be accepted and appreciated by superiors, at work he does not disturb other people, can do the job thoroughly and optimally, the results quality work.

Comfortable feeling

Based on the results of interviews with eight subjects, the feeling of comfort is due to the attention from superiors, mutual respect among colleagues, the existence of a fairness system when handling a problem, not making casual conversations as an element in evaluating performance, minimizing subjective closeness in the work environment, such as "whose person", "close to whom", including hearing reports unilaterally, stereotypically giving a negative image to someone that has an impact on performance appraisal.

2. Engagement

Based on the results of interviews with eight subjects, the presence of engagement with work gives a sense of happiness to the subjects. Involvement in the process of a job totally gives satisfaction to the subject in carrying out his duties and responsibilities as a diplomat.

3. Positive Relationships

From the interview results, eight subjects have a positive relationship in their work environment. Positive relationships strongly support the subject in carrying out their duties. This positive relationship with superiors, colleagues and subordinates, not only in the form of formal relations during working hours, but also outside working hours. Working far away in a country of people with different cultures, with positive relationships among staff at the Indonesian representative office, makes you feel comfortable and happy at work.

4. Meaningful

Eight subjects stated that they were happy if their life could be meaningful, both at work and also in the family. The meaning of life is associated with the achievement of what is the goal of life for the subject.

5. Achievement (Accomplishment)

From the results of the interviews, the subjects hoped to get opportunities to develop themselves at work. Through the opportunity to gain experience in dealing with a variety of different issues, and also different levels of difficulty. Because this development is the hope for the subject to be able to improve his diplomatic career to a higher level, which is happiness for diplomats.

Discussion

According to Seligman (2011), subjective well-being is an individual's evaluation of himself and his life activities, which consist of feelings of happiness and positive activity. Subjective well-being in an individual can be formed from five elements that are achieved by individuals in their life activities, namely; positive emotion, engagement, positive relationship, meaningful, and achievement which is abbreviated as PERMA. These five elements support each other to optimally manifest subjective well-being in individuals. Besides that, there are additional characteristics that can indicate a person achieves subjective well-being, namely; self-esteem (self-confidence), optimism, and endurance.

Subjective well-being a diplomat in carrying out his work during his posting period in a friendly country, also seen from; how does the diplomat feel happy and comfortable on duty; having positive involvement with other individuals and with their work; having warm positive relationships and being able to provide enthusiastic support at work; the work done can give a positive meaning to him; as well as the opportunity to develop oneself positively in accordance with the potential virtue and strength one has. From the results of interviews with eight diplomats who are currently serving their post period, it is known that there are external factors that can also affect the realization of a diplomat's subjective well-being, namely; leadership style or superior policies, job suitability,

1. Positive Emotions

The positive emotions of the main respondents can be described from the phase when the first respondent was accepted at the Ministry of Foreign Affairs, then carried out the first-tier diplomatic

education process (Sekdilu). Respondents said that this feeling of happiness arose because at that little time they got a clear picture of the diplomat profession they would later live.

Based on the results of interviews with the eight main respondents, observations, and supporting information, the respondents stated that they had positive emotion, this was illustrated by how these respondents felt happy, pleased and comfortable in carrying out their life activities in the post country.

2. Engagement

Based on the results of interviews, observations, and supporting information, the eight main respondents described that they were engaged in their work. This is illustrated by how they see themselves involved emotionally, mentally and physically in carrying out their duties and work as diplomats who carry the interests of the state in friendly countries.

3. Positive Relationships

Based on the results of interviews, observations, and supporting information, it is clear that they have a positive relationship at their place of duty. Even though there are deficiencies in harmonious relations with superiors, this does not affect harmonious relations with other individuals in the workplace environment. This positive relationship is manifested in the form of mutual caring and respect in carrying out formal work and also the formation of intimate relationships both outside formal working hours. The existence of this positive relationship is felt to be very supportive of the enthusiasm as part of a large family of Indonesian diplomats to carry out tasks related to the Indonesian representative mission for three years.

4. Meaningful

Based on the results of interviews, observations, and supporting information, eight respondents described that they got the meaning of life from their work as diplomats at the RI representative. The meaning of life is also illustrated by the implementation of what is the purpose of the respondent's life. As stated by some respondents, their goals in life include wanting to make their parents happy, wanting to provide the best and quality in their work as diplomats for the benefit of the country. As long as they can carry out their roles and duties optimally, this will give meaning to them.

5. achievements

Based on the results of interviews, observations, and supporting information, it is illustrated that respondents have the opportunity to develop themselves. For respondents as first and middle diplomats, this is illustrated by an increase in the quantity and quality of work entrusted by superiors. Meanwhile for respondents who are major expert diplomats who have achieved careers as ambassadors, the achievements described are more on how these respondents can provide the best job opportunities, and transmit professional knowledge to junior diplomats, as well as readiness to enter retirement is an achievement that brings happiness in life respondent.

Conclusions and recommendations

Based on the conclusions of each career diplomat respondent who is carrying out the assignment period, it can be concluded that subjective well-being of career diplomats can be achieved if the diplomat who is serving the assignment experiences the presence of the following things; The presence of positive emotion during the assignment period with a sense of security and comfort as a diplomat at the RI representative, the presence of engagement, in the form of mastery of the environment and substance of work, and having autonomy at work, and involving oneself both in feelings, thoughts and physically, in accordance with main tasks and functions of career diplomats in carrying out their main duties as diplomats at RI representatives, the presence of positive relationships between individuals involved in state missions, both in formal and informal forms.

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Declarations

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