

**EMPLOYEES' WELL BEING IN A PUBLIC SECTOR: AN
UTILITARIAN PERSPECTIVE
(A CASE STUDY OF THE INDONESIAN MINISTRY OF LAWS AND
HUMAN RIGHT)**



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**MASTER OF MANAGEMENT STUDY PROGRAM
GRADUATE PROGRAM
UNIVERSITAS ATMA JAYA YOGYAKARTA
2018**

A Thesis

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RATIFICATION

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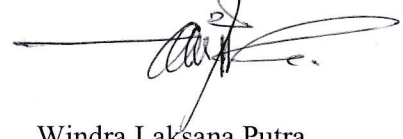
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STATEMENT OF ORIGINALITY

The research work contained in this thesis is original work, except where due reference is made. It has not been and shall not be submitted for the award of any degree or diploma to any other institution of higher learning.

Yogyakarta, 6 March 2018

A handwritten signature in black ink, appearing to read 'Windra Laksana Putra', written over a horizontal line.

Windra Laksana Putra

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My deepest admiration to the Triune God: Father, Son and Holy Spirit. In Him, I see the light and solid integration applying to my framework.

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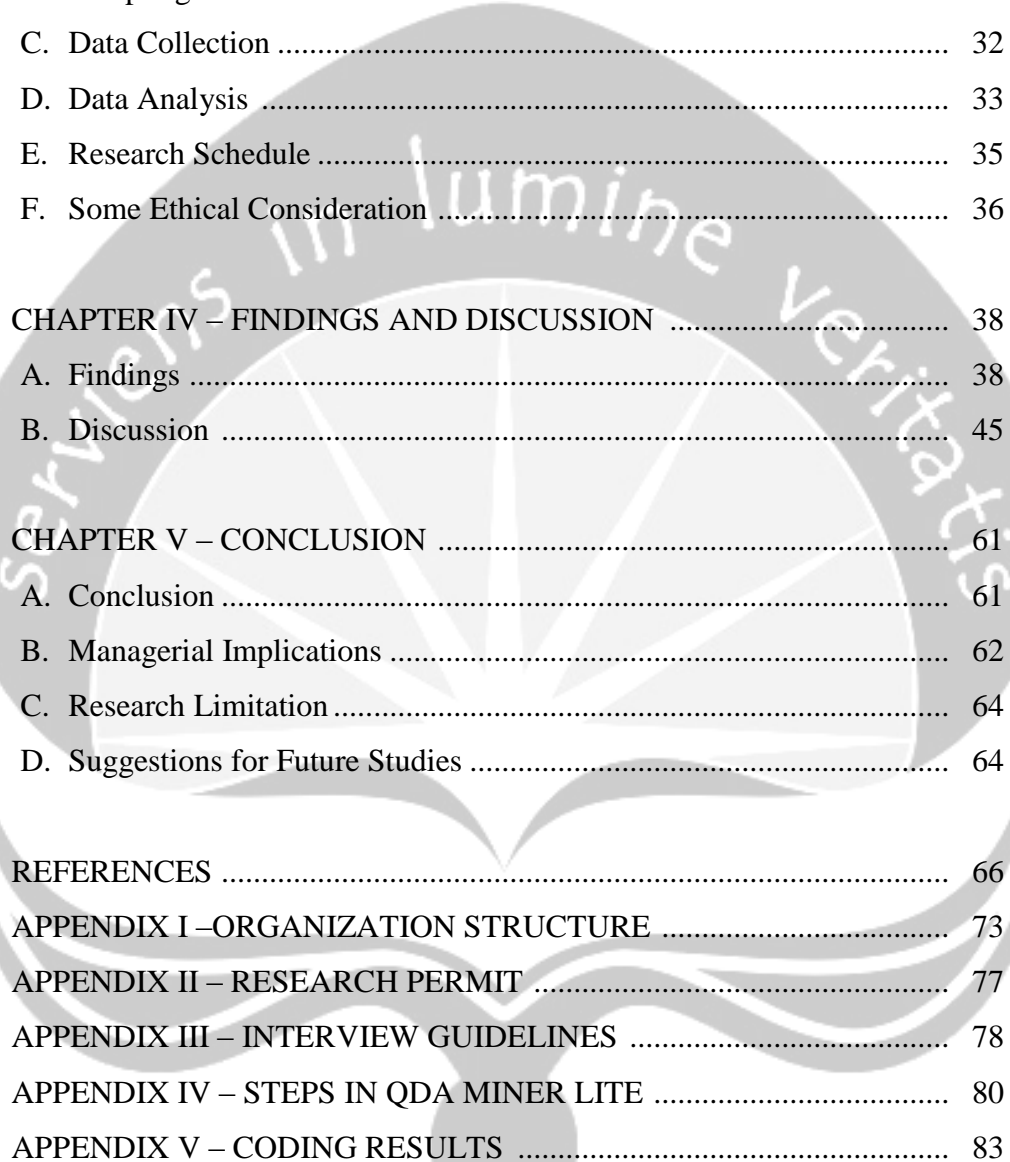
ABSTRACT

Utilitarianism is one's of the greatest philosophical ground for our recent economic idea. The ideas of utilitarianism have been applying on organization with many terminologies, such as happiness, pleasure, satisfaction, well-being, etc. This research discovering employees' perception on well-being in the utilitarian's framework. Qualitative research was applied in this research, applying semi-structured in-depth interviews. Additionally, QDA Miner Lite was applied to code written-documented data from the interviews. The findings indicated that happiness issues on workplace were very essential for enhances employees' well being. These happiness include extrinsic and intrinsic rewards. Extrinsic rewards covered many aspects such as better office, verbal praise, raise in salary, public recognition, bonus, promotion, etc. In other side, intrinsic rewards covered opportunity, growing knowledge, self actualization and meaningful work. Although happiness was most valuable value for employees' well-being, there were opposite experiences avoided by many employees, they were unjustice treatment, discipline and sanction, bad office, risk at work, take over one's obligation which namely pain or suffering experience. All of these experiences in the workplace modified employees' happiness that would describe by views of employees' well being on their perception.

Keywords: well-being, happiness and pleasure, pain and suffering, extrinsic reward, intrinsic reward.

TABLE OF CONTENTS

COVER PAGE.....	i
RATIFICATION	ii
STATEMENT OF ORIGINALITY	iv
ACKNOWLEDGMENTS	v
ABSTRACT	vi
TABLE OF CONTENTS	vii
LIST OF TABLES	ix
LIST OF FIGURES	x
CHAPTER I – INTRODUCTION	1
A. Background of the Research	1
B. Statement of the Problem.....	3
C. Research Questions	4
D. Purpose of the Research.....	5
E. Benefit of the Research	6
CHAPTER II – REVIEW OF RELATED LITERATURE	7
A. The Impact of Well-Being to the Employees.....	7
B. Utilitarianism and Well Being	8
C. Happiness and Pleasure in Hedonist Perspective.....	10
D. Two Attractions on Utilitarianism	12
E. The Concept and Models of Utilitarianism.....	14
F. Employees as Most Important Resource.....	19
G. Ethical Framework on Organization	21
H. Happiness, Well Being, and Humanity	23
I. Employee Well Being and Human Resource Management.....	24
J. Theoretical Framework	26



CHAPTER III – RESEARCH METHOD	29
A. Research Design	29
B. Sampling	31
C. Data Collection	32
D. Data Analysis	33
E. Research Schedule	35
F. Some Ethical Consideration	36
CHAPTER IV – FINDINGS AND DISCUSSION	38
A. Findings	38
B. Discussion	45
CHAPTER V – CONCLUSION	61
A. Conclusion	61
B. Managerial Implications	62
C. Research Limitation	64
D. Suggestions for Future Studies	64
REFERENCES	66
APPENDIX I –ORGANIZATION STRUCTURE	73
APPENDIX II – RESEARCH PERMIT	77
APPENDIX III – INTERVIEW GUIDELINES	78
APPENDIX IV – STEPS IN QDA MINER LITE	80
APPENDIX V – CODING RESULTS	83

LIST OF TABLES

3.1. DEMOGRAPHIC OF THE RESEARCH INFORMANTS	32
3.2. RESEARCH SCHEDULE	35



LIST OF FIGURES

FIGURE 2.1. THEORITICAL FRAMEWORK	26
FIGURE 4.1. ACTUALIZATION OF HAPPINESS FRAMEWORK	59

