



The Influence Of Quality Of Work Life And Happiness At Work On Job Embeddedness Mdiated By Innovative Behavior In State Civil Apparatus Education Personnel In State Universities X

Taufik M ¹⁾; Yudi Nur Supriadi ²⁾

^{1,2)} *Universitas Pembangunan Nasional "Veteran" Jakarta*

Email: taufikmuh@gmail.com

How to Cite :

Taufik, M., Supriadi, N, Y. (2025). The Influence Of Quality Of Work Life And Happiness At Work On Job Embeddedness Mdiated By Innovative Behavior In State Civil Apparatus Education Personnel In State Universities X. EKOMBIS REVIEW: Jurnal Ilmiah Ekonomi Dan Bisnis, 13(1). DOI: <https://doi.org/10.37676/ekombis.v13i1>

ARTICLE HISTORY

Received [22 Juli 2024]

Revised [08 January 2025]

Accepted [14 January 2025]

KEYWORDS

Job Embeddedness, Happiness At Work, Innovative Behavior And Quality Of Work Life.

This is an open access article under the [CC-BY-SA](https://creativecommons.org/licenses/by-sa/4.0/) license



ABSTRACT

This research aims to examine the influence of job embeddedness variables on happiness at work, innovative behavior and quality of work life. The approach used in this research is a quantitative approach. The sample used in this research was 120 employees. Research data was obtained from the results of filling out a questionnaire and analyzed using SEM analysis techniques with the help of the SEM PLS program. The results of this research show that (1) quality of work life has a positive and significant effect on innovative behavior; (2) happiness at work has a positive and significant effect on innovative behavior; (3) quality of work life has a positive and significant effect on job embeddedness; (4) happiness at work is positive and significant towards job embeddedness; (5) innovative behavior has a positive and significant effect on job embeddedness.

INTRODUCTION

Source Power human resources (HR) is vital asset for something organization. Performing employees good and feeling bound with job and company tend more productive, satisfied, and have level high retention. High level of engagement motivating employee For Work with enthusiasm, take advantage of energy optimally, and contribute positive in form culture organization.

Organization need give attention specifically on development employees, culture company, effective communication, as well support leadership For reach level high attachment. Investment in empowerment employee can create environment where the employee works feel meaningful and bound, supportive continuity and success period long organization (Chinanti & Siswati, 2020).

Organization will walk in a way sustainable with carry out draft management in a way organized. According to (Matondang & Rusdiana, 2014) management is a process, which consists from activity arrangements, planning, organizing, directing and controlling carried out For

determine as well as reach target through utilization source Power people and resources other For reach objective organization in a way effective and efficient. Management is also an activity For manage optimal processing source Power in the process of transforming input into output. In the process, input becomes output need There is business management optimal use factor production : power work, machines, equipment, materials raw and factor production other in the transformation process become various product goods and services.

Research (Veenhoven, 2009) defines happiness as evaluation individual to whole quality life with own Lots feeling positive in self. Happiness is quality life someone who makes quality life become more Good like more health good, high creativity as well as high income and place good work (Grant & Parker, 2009). Happiness can originate of two factors, namely originating factors from in self like suitability between hope work with ability self, and personality individual whereas originating factors from outside including burdens high work as well as environment work that doesn't comfortable. According to (Fisher, 2010) stated that employee need exists balance between originating factors from in nor from outside himself so that capable increase productivity it works. Employees who feel it happiness in place Work will give potency works 40% more Lots compared to with employees who don't feel it (Pryce-Jones & Lindsay, 2014).

Potency work given employee to the agency form behavior innovative in carry out duties and functions as a employee. Behavior directed and systematic innovation in environment Work can speed up achievement objective organization. Behavior innovative in work involves thought processes creative, both at level individual nor in interact with colleague Work. This includes ability For generate creative ideas (Innovation) and convince others about value these ideas in context work (Gitosudarmo & Sudita, 2008).For create innovation, organization need optimizing ability Human Resources (HR) in do innovation in the environment work (Den Hartog et al., 2018). Success in apply the ideas that come from from HR is influenced by behavior innovative employees (Bruce & Scott, 1994). Important For noted that behavior innovative it's not something of a nature genetic, but rather something that can studied and taught to employees (Dyer et al., 2019). Employees who behave innovative also has courage For face risk and failure moment business they No in accordance with hope. They tend nature critical and always try create things new around they with objective bring more changes useful and giving mark plus. A employees who have behavior innovative own determination For find more ways efficient and effective in finish problem. If studied in a way macro, innovation be one mover growth and development economy a country (Pryce-Jones & Lindsay, 2014). Based on data published by the Global Innovation Index (Hidayat & Rohman, 2023) shows that of the 132 countries surveyed, Indonesia was ranked 61st score 30.3, up if compared to with survey carried out in 2022 Indonesia is ranked 75th with score 27.90. the data indicated that in a way general level innovativeness source Power Indonesian people still more low with other Asean countries such as Singapore which is ranked 5th, Malaysia ranked 36th, Thailand ranked 43rd, Vietnam ranked 46th, and the Philippines ranked 56th.

Perspective management source Power man Of course just No Can regardless from role source Power the human That Alone. Innovation output will can appeared If source Power the human innovative and owning creativity in Work. In the A organization, source Power man own role important and strategic in operate wheel organization. Source Power man is mover wheel organization that will determine proceed or not something organization. Progress increasingly technology fast and complex problems faced by the organization as well as The emergence of the industrial era 4.0 provides implications to importance source Power innovative human or behave Work innovative (Innovative Work Behavior) in Work.

Writer focus to behavior Work innovative Apparatus State Civil Service (ASN) personnel education at UPN "Veteran" Jakarta. Reason for selection subject study this, writer look that power education in each sub- unit working at UPN "Veteran" Jakarta is the apparatus that owns it not quite enough big answer in advance agency place Work. ASN personnel education must have creative ideas, because they are the ones who carry it out in implement planned policies through

work programs at each sub- satker. Therefore that, in order to create output or results good work, good in a way individual nor in a way organizational, then the ASN staff education the must be own innovative behavior in Work. In other words, an ASN employee education No only operate routine just in works, but must think, develop and continue repair method more work OK, think about it more service OK, think about it implementation innovative work in accordance with task the main points and functions of each that can be done give benefit For progress organization and also to society in general. There is a demand for ASN to be innovative in Work also in line with Spirit Constitution Number 20 of 2023 concerning Apparatus State Civil Service (ASN) (Character Life Nationality Based on Pancasila, 2023). ASN employees play a role as planner, implementer, and supervisor maintenance task general governance and development national through implementation policies and services professional, free public from intervention politics, as well clean from practice corruption, collusion and nepotism.

This is what encourages ASN to be in the middle education For active innovate and be creative in give service and administration government. The goal is For push enhancement performance maintenance service and increase Power competitive organization. Beside the, Regulations Government Republic of Indonesia Number 30 of 2019 (Setneg, 2019) Concerning The Civil Servant Performance Assessment is also revealing that creativity demonstrated by useful apparatus for organization in carry out task position is evaluation SKP achievements (Target Work Employee).

According to researchers before, a lot factor affecting behavior Work innovative employees, such as individual level (competence, efficacy self, motivation, commitment, etc.), organizational level like leadership, culture and others (Li et al., 2014). However in study this, researcher limiting it to the individual level, namely influence competence, efficacy self, motivation and commitment to behavior Work innovative. Li et al., (2014) too give his view that employee is pusher main innovation in Work. A number of study literature found by the author, shows that competence, efficacy self, motivation, commitment own dominant influence to behavior Work innovative. Ahmad et al., (2018) tested influence role of managerial coaching and efficacy self to behavior employee. Research result show influence direct from efficacy self own greatest influence to behavior employee. Beside That according to Bandura (1982) efficacy self influence behavior individual in Work. Also added by (Wu et al., 2012) in his research show that motivation intrinsic and motivational extrinsic own greatest influence to behavior Work innovative. The challenges will be faced organization moment This is How make employees who have behavior innovation can survive (job embeddedness) in something organization. Employee with high productivity will make it easier organization in achieve the target and can compete with organization other.

Job Embeddedness according to Winata (2022) is feeling comfortable for employees with A organization. Suitability self with conditions inside community and environment surroundings. Covers formal and informal relationships between individual, employee or anyone else there in organization. Covers connection employee with other individuals in A community, as well as the influence it exerts family or institution other in taking decision individual the. Research study previously conducted by (Chinanti & Siswati, 2020) found that happiness in place Work influential positive on job embeddedness. Therefore that, increasingly tall happiness on- site employees Work so the more high job embeddedness of employees. These studies are also in line with study conducted by Gupta, 2016, happiness in place Work influential positive on job embeddedness.

LITERATURE REVIEW

Quality of Work Life (QWL)

Quality of Work Life (QWL) refers to the degree to which employees feel satisfied and supported in their work environment. Research by (Sirgy et al., 2001) identifies key dimensions of

QWL, including job security, job satisfaction, and work-life balance. High QWL is associated with better mental and physical health, increased productivity, and lower turnover rates (Nanjundeswaraswamy & Swamy, 2022).

Happiness at Work

Happiness at work, often described as job satisfaction or well-being, is a significant predictor of organizational outcomes. Fisher (2010) argues that happiness at work encompasses both affective and cognitive evaluations of one's job. Happy employees tend to exhibit higher levels of engagement, creativity, and overall performance (Lyubomirsky et al., 2005).

Job Embeddedness

Job embeddedness refers to the extent to which employees feel connected to their job and the organization, encompassing three dimensions: links, fit, and sacrifice (Mitchell et al., 2001). Links refer to the formal and informal connections an employee has within the organization, fit pertains to the compatibility between the employee and the organization, and sacrifice involves the perceived cost of leaving the organization. Research by (Halbesleben & Wheeler, 2008) indicates that job embeddedness is a stronger predictor of retention than traditional measures like job satisfaction and organizational commitment.

METHODS

Population in study This is employee middle education totaling 120 respondents. Variable orientation service be measured with 4 indicators namely job embeddedness happiness in place work, behavior innovative and quality of work life. Deep data study This analyzed with use technique analysis PLS SEM was carried out with help of the SmartPLS program version 3. Reasons for using PLS SEM in is because the research model will be estimated Enough complex because the model loads variable mediator and moderator, in addition Neither does SEM PLS requires minimum and maximum amounts sample, so would be very good If samples obtained little, although SEM PLS also works very well on samples large (Hair, et al, 2000). Apart from the two reason that, the reason is Because researcher want to avoid result bias analysis caused by data abnormalities. SEM PLS with SmartPLS is one of them technique robust analysis of issue data abnormalities (Hair et al, 2000).

RESULTS

SEM PLS Analysis

In research this, influence between variable in the research model will analyzed with using path analysis with Smartpls program help. Stage analysis path (path analysis) with using the SmartPLS program consists from stage testing goodness of fit model. In stages outer model testing, validity and reliability construct tested, meanwhile in inner model, hypothesis research to be tested.

Validity Convergent

Testing validity convergent done For know level validity every connection between indicator with construct latent. In testing This is an indicator declared valid if own loading factor value > 0.7 and each construct own AVE value > 0.5 . The outer model test results in Table 3 show that all over indicator in the PLS model is valid in measure the construct, because has own loading factor value > 0.7 and results The analysis in Table 5 shows each construct has own AVE value > 0.5 .

Table 1 Convergent Validity

Variable	Indicator	Loading Factor	Cut Value	AVE	Validity Convergent
Job Embeddedness	JE1	0.942	0.7	0.844	Valid
	JE10	0.915	0.7		Valid
	JE2	0.920	0.7		Valid
	JE3	0.913	0.7		Valid
	JE4	0.962	0.7		Valid
	JE5	0.886	0.7		Valid
	JE6	0.891	0.7		Valid
	JE7	0.950	0.7		Valid
	JE8	0.903	0.7		Valid
	JE9	0.904	0.7		Valid
Happiness in Place Work	KDK1	0.895	0.7	0.814	Valid
	KDK2	0.883	0.7		Valid
	KDK3	0.925	0.7		Valid
	KDK4	0.894	0.7		Valid
	KDK5	0.918	0.7		Valid
	KDK6	0.933	0.7		Valid
	KDK7	0.869	0.7		Valid
	KDK8	0.898	0.7		Valid
Behavior Innovative	PI1	0.960	0.7	0.835	Valid
	PI2	0.905	0.7		Valid
	PI3	0.951	0.7		Valid
	PI4	0.883	0.7		Valid
	PI5	0.952	0.7		Valid
	PI6	0.892	0.7		Valid
	PI7	0.965	0.7		Valid
	PI8	0.790	0.7		Valid
Quality of Work Life	QWL1	0.881	0.7	0.797	Valid
	QWL2	0.832	0.7		Valid
	QWL3	0.929	0.7		Valid
	QWL4	0.868	0.7		Valid
	QWL5	0.920	0.7		Valid
	QWL6	0.921	0.7		Valid

Source: Data Processed, 2024

Validity Discriminant

Discriminant validity was carried out For ensure that every draft from each different latent variable model with variable other. In testing This is an indicator stated has fulfil criteria validity the required discriminants if HTMT inter construct below 0.9. Validity test results The decriminants in Table 4 show that inter- HTMT value construct has been below 0.9 which means that validity decriminant has fulfilled by each construct.

Validity test results the decriminants in the Table show that all over indicators and constructs has fulfil criteria validity required discriminant, HTMT inter construct < 0.9.

Table 2 Discriminant Validity - HTMT

	JE	KDK	PI	QWL
JE				
KDK	0.811			
PI	0.764	0.732		
QWL	0.771	0.776	0.779	

Source: Data Processed, 2024

Composite Reliability And Cronbach Alpha

Composite Reliability measures mark reliability actually from something variable, whereas Cronbach Alpha measure mark lowest (lower bound) reliability something variable. In measurement reliability construct, value required Cronbach's alpha is > 0.7 , as is the required composite reliability value is > 0.7 . Reliability test results constructs in Table 5 show mark cronbachs alpha all over construct > 0.7 as well as the entire composite reliability value construct > 0.7 which is significant that all over construct in this SEM PLS model has reliable.

Table 3 Composite Reliability

	Cronbach's Alpha	Composite Reliability	Reliability
JE	0.979	0.982	reliable
KDK	0.967	0.972	reliable
PI	0.971	0.976	reliable
QWL	0.949	0.959	reliable

Source: Data Processed, 2024

Goodness Of Fit PLS Model

Goodness of fit of the SEM PLS model can be seen from R Square, Q Square and SRMR model values. The R square value shows the power of deep models predict endogenous variables. This R Square value range between 0-1 and categorized in 3 categories that is strong (strong), enough strong (moderate) and weak (weak). According to Chin (1998), the R square value >0.67 indicates a PLS model in the category strong, the R Square value between 0.33 – 0.67 shows that the PLS model is in the moderate category and the R Square value is between 0.19 – 0.33 that the PLS model is in categories weak. Temporary Q Square value the model shows level of predictive relevance model. Q square values are categorized in 3 categories that is small, medium and large, a Q square value of 0.02 – 0.15 is stated small, a Q square value of 0.15 – 0.35 is stated medium and a Q square value of >0.35 is stated big. The SRMR model is related with ability sample in explain population. SRMR values are categorized in 2 categories namely a perfect model fit if $SRMR < 0.08$; The model is fit if SRMR is between 0.08 – 0.10 and the model is not fit if $SRMR > 0.10$.

Table 4 Goodness of Fit Model

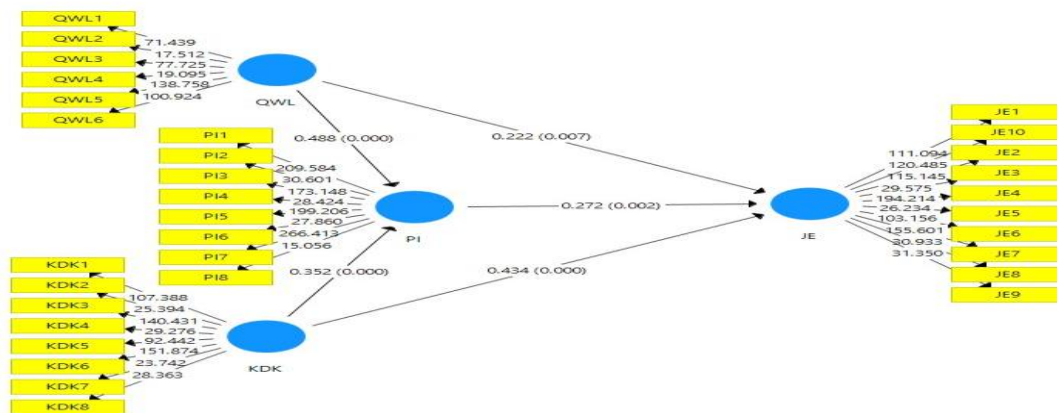
Endogenous Construct	R ²	Adjusted R ²	Criteria	Q ²	Predictive Relevance	SRMR
Job Embeddedness	0.716	0.710	strong	0.582	big	0.070 (Fit)
Innovative Behavior	0.618	0.612	moderate	0.499	big	

Source: Data Processed, 2024

Analysis results in Table 8 show that the estimated SEM PLS model fits the analyzed data, because own The strength of the model is in the moderate category (sufficient strong),

predictive relevance is large and the SRMR value of the model is within the fit criteria. Hence this model can considered has worthy used For test hypothesis study.

Figure 1 PLS Bootstrapping model estimation results for 500 samples



Influence Direct

In SEM PLS analysis, influence direct between variable can seen from p value and T statistics. At level significant 5%, variable exogenous stated influential significant to endogenous If p value < 0.05 or T statistic > 1.65 (one tail) and T statistic > 1.96 (two tail). As for direction the influence (positive effect/negative effect) is assessed from accompanying sign coefficient track.

Table 5 Direct Effect And Moderation Effect

Path	Path Coefficient	T Statistics	P Values
KDK -> JE	0.434	5,338	0,000
KDK -> PI	0.352	4,305	0,000
PI -> JE	0.272	3,164	0.002
QWL -> JE	0.222	2,700	0.007
QWL -> PI	0.488	6,484	0,000

Source: Data Processed, 2024

Analysis results in the table above show results that : (1) Happiness in place Work influential positive and significant towards job embeddedness, shown with a p value of 0.000 < 0.05 T statistic 5.338 > 1.96 and coefficient track positive amounting to 0.434; (2) Happiness in place Work influential positive and significant to behavior innovative, demonstrated with p value of 0.000 < 0.05, T statistic 4.035 > 1.96 and coefficient track positive amounting to 0.352; (3) Behavior Innovative influential positive and significant towards job embeddedness, shown with p value of 0.002 < 0.05, T statistic 3.164 > 1.96 and coefficient track positive amounting to 0.272; (4) Quality of Work Life has an influence positive and significant towards job embeddedness, shown with a p value of 0.007 < 0.05, T statistic of 2.700 > 1.96 and a coefficient track positive amounting to 0.222; (5) Quality of Work Life has an influence positive and significant to behavior innovative, demonstrated with p value of 0.000 < 0.05, T statistic 6.484 > 1.96 and coefficient track positive amounting to 0.488.

Influence No direct

Analysis results in Table 9 show that on track No influence influence happiness in place Work towards job embeddedness through behavior innovative, acquired The p value is 0.015 with T statistics of 2.441 and coefficient track positive of 0.096 because The p value obtained is < 0.05. T statistics > 1.96 and the coefficient on the path positive, then can concluded that

happiness in place Work influential in a way No direct towards job embeddedness with mediated by behavior innovative. In this PLS model, behavior innovative proven as mediator influence No direct happiness in place Work on job embeddedness. Analysis results prove that on track No direct the influence of quality of work life on job embeddedness through behavior innovative, acquired The p value is 0.005 with T statistics of 2.806 and coefficient track positive of 0.133 because The p value obtained is < 0.05 . T statistics > 1.96 and the coefficient on the path positive, then can concluded that the quality of work life has an influence in a way No direct towards job embeddedness with mediated by behavior innovative. In this PLS model, behavior innovative proven as mediator influence No quality of work life directly affects job embeddedness.

Table 6 Indirect Effects

Path	Path Coefficient	T Statistics	P Values
KDK -> PI -> JE	0.096	2,441	0.015
QWL -> PI -> JE	0.133	2,806	0.005

Source: Data Processed, 2024

DISCUSSION

Influence Quality Of Work Life To Behavior Innovative

Hypothesis 1 in study accepted and concluded Quality of work life has an influence positive and significant to behavior innovative, increasingly High Quality of work life then the more tall behavior innovative, that is on the contrary the more low Quality of work life then the more low behavior innovative. Analysis results descriptive showing that in a way overall Quality of work life has OK, however Still need enhancement in matter giving training in prepare level career on work and participation in every activities held by the office. Therefore, so that behavior innovative increase so things the need improved. Research result This in line with results study (Richard O. Algabre et al., 2023) which shows that results that Quality of work life has an influence positive and significant to behavior innovative.

Influence Happiness In Place Work To Behavior Innovative

Hypothesis 2 in study This accepted and acceptable concluded that happiness in place Work influential positive and significant to behavior innovative, increasingly tall happiness in place Work so the more tall behavior innovative thereby on the contrary the more low happiness in place Work so the more low behavior innovative. Analysis results descriptive showing that in a way whole happiness in place Work has OK, however Still need enhancement in matter chance take decision, responsibility answer on decisions taken and actions to policy the office does n't in accordance rule with give advice. Therefore, so that behavior innovative, improving so things the need improved. Research result This in line with results study (Ghani et al., 2016b) which shows that happiness in place Work influential positive and significant to behavior innovative. Research result this is also in line with results study (Al-shami et al., 2023) which shows results that the more tall happiness in place Work so the more tall behavior innovative thereby on the contrary the more low happiness in place Work so the more low behavior innovative. The research results are also consistent with results study (Uzunbacak, 2019) that also shows results that happiness in place Work including in factor behavior innovative. Research result this is also in line with results study (Rosdaniati & Muafi, 2021). The results of other studies are also in line with results study This is (Ghani et al., 2016a; Olanrewaju, 2019) also shows results that happiness in place Work influential positive and significant to behavior innovative.

Influence Quality Of Work Life Towards Job Embeddedness

Hypothesis 3 in study This accepted and concluded that Quality of work life has an influence positive and significant towards job embeddedness, increasingly High Quality of work

life then the more high job embeddedness, so on the contrary the more low Quality of work life then the more low job embeddedness. Analysis results descriptive showing that in a way overall Quality of work life has OK, however Still need enhancement in matter giving training in prepare level career on work and participation in every activities held by the office. Therefore, job embeddedness increases so things the need improved. Research result This in line with results study (Richard O. Algabre et al., 2023) which shows that Quality of work life has an influence positive and significant on job embeddedness. Research result this is also in line with results study (Arief et al., 2021) which shows results that the more High Quality of work life then the more high job embeddedness thus on the contrary the more low Quality of work life then the more low job embeddedness. The research results are also consistent with results study (Irmawati & Wulandari Kn, 2017) that also shows results that Quality of work life is included in job embeddedness factor. Research result this is also in line with results study (Annisa et al., 2022). The results of other studies are also in line with results study This is (Novitasari, 2022; Oyeh & Oluwuo, 2018; Riansari et al., 2020; Rita Perangin-Angin et al., 2020; Sabrina Tambunan et al., 2020) also shows results that Quality of work life has an influence positive and significant on job embeddedness.

Influence Happiness In Place Work Towards Job Embed Edness

Hypothesis 4 in study This accepted and concluded that happiness in place Work influential positive and significant towards job embeddedness, increasingly tall happiness in place Work so the more high job embeddedness thus on the contrary the more low happiness in place Work so the more low job embeddedness. Analysis results descriptive showing that in a way whole happiness in place Work has OK, however Still need enhancement in matter chance take decision, responsibility answer on decisions taken and actions to policy the office does n't in accordance rule with give advice. Therefore, job embeddedness increases so things the need improved. Research result This in line with results study (Rosdaniati & Muafi, 2021) which shows that happiness in place Work influential positive and significant on job embeddedness. Research result this is also in line with results study.

Influence Behavior Innovative To Job Embed Edness

Hypothesis 5 in study This accepted and concluded concluded that behavior innovative influential positive and significant towards job embeddedness increasingly tall behavior innovative so the more high job embeddedness thus on the contrary the more low behavior innovative so the more low job embeddedness.

Table 7 Testing Hypothesis

No	Hypothesis	Regression Coefficients	Conclusion
1	Quality of work life has an influence significant to behavior innovative	Path Coef = 0.434 t = 5.338 ; p value = 0.000	Accepted
2	Happiness at work significant influence on innovative behavior	Path Coef = 0.352 ; t = 4.305 ; p value = 0.000	Accepted
3	Quality of work life has an influence significant to job embeddedness	Path Coef = 0.222 ; t = 2,700 ; p value = 0.0 07	Accepted
4	Happiness in place Work influential significant to job embeddedness	Path Coef = 0.434 ; t = 5.338 ; p value = 0.000	Accepted
5	Behavior Innovative influential significant to job embeddedness	Path Coef = 0.2 72 ; t = 3.164 ; p value = 0.00 2	Accepted

Source: Data Processed, 2024

Analysis results descriptive showing that in a way whole behavior innovative has OK, however Still need enhancement in matter happen changes in the office This with exists idea creative from member organization, changes that occur in the office This impact on improvement performance employees, gifts draft new For repair Work in realize objective organization and existence draft new will makes it easier employee in finish task work according to the specified time limit. Therefore, job embeddedness increases so things the need improved. Research result This in line with results study (Ghani et al., 2016b) which shows that behavior innovative influential positive and significant on job embeddedness. Research result this is also in line with results study (Al-shami et al., 2023) which shows results that the more tall behavior innovative so the more high job embeddedness thus on the contrary the more low behavior innovative so the more low job embeddedness. Research results are also consistent with results study (Uzunbacak, 2019)that also shows results that behavior innovative including in job embeddedness factor. Research result this is also in line with results study (Rosdaniati & Muafi, 2021). The results of other studies are also in line with results study This is (Ghani et al., 2016a; Olanrewaju, 2019)also shows results that behavior innovative influential positive and significant on job embeddedness.

CONCLUSION AND SUGGESTION

Conclusions obtained from results study This are (1) Quality of work life has an influence positive and significant to behavior innovative, increasingly high quality of work life then the more tall behavior innovative, that is on the contrary the more low quality of work life then the more low behavior innovative ; (2) Happiness in place Work influential positive and significant to behavior innovative, increasingly tall happiness in place Work so the more tall behavior innovative, that is on the contrary the more low happiness in place Work so the more low behavior innovative ; (3) Quality of work life has an influence positive and significant towards job embed edness, increasingly high quality of work life then the more high job embed edness thereby on the contrary the more low quality of work life then the more low job embeddedness ; (4) Happiness in place Work influential positive and significant towards job embed edness, increasingly tall happiness in place Work so the more high job embed edness thereby on the contrary the more low happiness in place Work so the more low job embeddedness ; (5) Behavior innovative influential positive and significant towards job embed edness, increasingly tall behavior innovative.then the more high job embed edness, so on the contrary the more low behavior innovative.then the more low job embed edness.

REFERENCES

- Al-shami, S. A., Al mamun, A., Rashid, N., & Cheong, C. B. (2023). Happiness at workplace on innovative work behaviour and organisation citizenship behaviour through moderating effect of innovative behaviour. *Heliyon*, 9(5). <https://doi.org/10.1016/j.heliyon.2023.e15614>
- Annisa, N. N., Wardhani, D. P., & Amallia, F. (2022). Quality Work of Life, Job Satisfaction dan Social Support terhadap Employee Engagement Dosen Perguruan Tinggi Swasta di Surakarta. *Benefit: Jurnal Manajemen Dan Bisnis*, 7(1). <https://doi.org/10.23917/benefit.v7i1.16230>
- Arief, N. R., Purwana, D., & Saptono, A. (2021). Effect of Quality Work of Life (QWL) and Work-Life Balance on Job Satisfaction through Employee Engagement as Intervening Variables. *The International Journal of Social Sciences World*, 3(1).
- Bruce, R. A., & Scott, S. G. (1994). Varieties and commonalities of career transitions: Louis' typology revisited. *Journal of Vocational Behavior*, 45(1), 17–40.

- Chinanti, D. W. P., & Siswati, S. (2020). Hubungan antara kebahagiaan di tempat kerja dengan keterikatan karyawan pada karyawan pt. dwi prima sentosa Mojokerto. *Jurnal Empati*, 7(3), 1031–1037. <https://doi.org/10.14710/empati.2018.21850>
- Den Hartog, H., Sengers, F., Xu, Y., Xie, L., Jiang, P., & De Jong, M. (2018). Low-carbon promises and realities: Lessons from three socio-technical experiments in Shanghai. *Journal of Cleaner Production*, 181, 692–702.
- Dyer, J., Gregersen, H., & Christensen, C. M. (2019). *The Innovator's DNA, Updated, with a New Preface: Mastering the Five Skills of Disruptive Innovators*. Harvard Business Press.
- Fisher, C. D. (2010). Happiness at work. *International Journal of Management Reviews*, 12(4), 384–412.
- Ghani, A., Abdullah, K., & Ling, Y.-L. (2016a). The mediating role of workplace happiness on teachers' innovative behavior and affective commitment for Malaysian secondary schools: a cross-sectional questionnaire survey. *Teacher Education and Curriculum Studies*, 1(1).
- Ghani, A., Abdullah, K., & Ling, Y.-L. (2016b). UNDERSTANDING WORKPLACE HAPPINESS IN SCHOOLS: THE RELATIONSHIPS BETWEEN WORKPLACE HAPPINESS, TEACHERS' SENSE OF EFFICACY, AFFECTIVE COMMITMENT AND INNOVATIVE BEHAVIOR. *ASSJ*, 1.
- Gitosudarmo, I., & Sudita, I. N. (2008). *Perilaku keorganisasian*, cetakan ketiga. Jogyakarta: BPFE.
- Grant, A. M., & Parker, S. K. (2009). 7 redesigning work design theories: the rise of relational and proactive perspectives. *Academy of Management Annals*, 3(1), 317–375. <https://doi.org/10.5465/19416520903047327>
- Halbesleben, J. R. B., & Wheeler, A. R. (2008). The relative roles of engagement and embeddedness in predicting job performance and intention to leave. *Work & Stress*, 22(3), 242–256.
- Hidayat, F., & Rohman, A. (2023). ASPEK PASAR DAN PEMASARAN DALAM RANGKA PEMBANGUNAN PABRIK PAKAN TERNAK DI KABUPATEN GRESIK. *IQTISODINA*, 6(2), 129–146.
- Irmawati, I., & Wulandari Kn, A. S. (2017). PENGARUH QUALITY OF WORK LIFE, SELF DETERMINATION, DAN JOB PERFORMANCE TERHADAP WORK ENGAGEMENT KARYAWAN. *Jurnal Manajemen Daya Saing*, 19(1). <https://doi.org/10.23917/dayasaing.v19i1.5103>
- Li, Z., Zheng, J., Zhu, Z., Yao, W., & Wu, S. (2014). Weighted guided image filtering. *IEEE Transactions on Image Processing*, 24(1), 120–129.
- Lyubomirsky, S., King, L., & Diener, E. (2005). The benefits of frequent positive affect: Does happiness lead to success? *Psychological Bulletin*, 131(6), 803.
- Matondang, R. H., & Rusdiana, S. (2014). Langkah-langkah strategis dalam mencapai swasembada daging sapi/kerbau 2014. *Jurnal Penelitian Dan Pengembangan Pertanian*, 32(3).
- Mitchell, T. R., Holtom, B. C., Lee, T. W., Sablinski, C. J., & Erez, M. (2001). Why people stay: Using job embeddedness to predict voluntary turnover. *Academy of Management Journal*, 44(6), 1102–1121.
- Nanjundeswaraswamy, T. S., & Swamy, D. R. (2022). Knowledge management processes and organizational culture in the higher educational technical institutions. *Journal of Economic and Administrative Sciences*, 38(2), 270–286.
- Novitasari, A. (2022). The Effect of Quality of Work Life on Generation Y Employee Engagement Through Job Satisfaction as a Mediator Variable at PT.C. *International Journal of Review Management Business and Entrepreneurship (RMBE)*, 2(1). <https://doi.org/10.37715/rmbe.v2i1.3019>
- Olanrewaju, M. K. (2019). ANALYSIS OF SCAMPER CREATIVITY TECHNIQUE AND WORKPLACE HAPPINESS ON INNOVATIVE BEHAVIOUR OF SECONDARY SCHOOL TEACHERS IN OYO STATE, NIGERIA. In *JOURNAL OF EDUCATION* (Vol. 6, Issue 1).

- Oyeh, N. L., & Oluwuo, S. O. (2018). Relationship between Teachers ' Quality of Work Life and their Job Engagement in Secondary Schools in Rivers State. *International Journal of Innovative Psychology & Social Development*, 6(3).
- Pryce-Jones, J., & Lindsay, J. (2014). What happiness at work is and how to use it. *Industrial and Commercial Training*, 46(3), 130–134.
- Riansari, R., Indratjahyo, H., & Silitonga, E. S. (2020). Influence Of Quality Of Work Life And Work Engagement On Organizational Performance Through Job Satisfaction As A Variable Of Mediation In PT. WaskitaKarya. *IOSR Journal Of Humanities And Social Science (IOSR-JHSS)*, 25(2).
- Richard O. Algabre, Gloria P. Gempes, & Victoria O. Ligan. (2023). ETHICAL CLIMATE, INNOVATIVE WORK BEHAVIOR, AND WORK ENGAGEMENT: A STRUCTURAL EQUATION MODEL ON THE QUALITY OF WORK-LIFE OF GOVERNMENT EMPLOYEES. *Epra International Journal of Multidisciplinary Research (IJMR)*. <https://doi.org/10.36713/epra13544>
- Rita Perangin-Angin, M., Lumbanraja, P., Absah, Y., & Author, C. (2020). The Effect of Quality of Work Life and Work Engagement to Employee Performance with Job Satisfaction as an Intervening Variable in PT. Mopoly Raya Medan. *International Journal of Research and Review (Ijrrjournal.Com)*, 7(2).
- Rosdaniati, R., & Muafi, M. (2021). The influence of workplace happiness and innovative work behavior on job satisfaction mediated by work engagement. *International Journal of Research in Business and Social Science (2147- 4478)*, 10(7). <https://doi.org/10.20525/ijrbs.v10i7.1457>
- Sabrina Tambunan, M., Tewal, B., & Dotulong, L. O. (2020). PENGARUH EMPLOYEE ENGAGEMENT, QUALITY OF WORK LIFE DAN JOB INSECURITY TERHADAP TURNOVER INTENTION (Studi Kasus pada Karyawan PT. Gelael Signature Supermarket di Megamall Manado). *Jurnal EMBA*, 8(4).
- Sirgy, M. J., Efraty, D., Siegel, P., & Lee, D.-J. (2001). A new measure of quality of work life (QWL) based on need satisfaction and spillover theories. *Social Indicators Research*, 55, 241–302.
- Uzunbacak, H. H. (2019). The moderating role of coworker support in the interaction between workplace happiness and innovative work behavior. In *Management and Organization: Various Approaches*.
- Veenhoven, R. (2009). How do we assess how happy we are? Tenets, implications and tenability of three theories. In *Happiness, economics and politics*. Edward Elgar Publishing. <https://doi.org/10.4337/9781849801973.00009>
- Winata, E. (2022). *Manajemen Sumberdaya Manusia Lingkungan Kerja: Tinjauan dari Dimensi Perilaku Organisasi dan Kinerja Karyawan*. Penerbit P4I.
- Wu, C.-Y., Chen, Y.-J., Ho, H. J., Hsu, Y.-C., Kuo, K. N., Wu, M.-S., & Lin, J.-T. (2012). Association between nucleoside analogues and risk of hepatitis B virus-related hepatocellular carcinoma recurrence following liver resection. *Jama*, 308(18), 1906–1913.