Stress as a Mediator of Authentic Happiness and Learning Organization on the Work Performance of the Secretariat General Employees of the People's Consultative Assembly of the Republic of Indonesia (MPR-RI)

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Abstract: This study aims to determine the effect of authentic happiness and learning organization on work performance, with stress as a mediator, on employees working at the MPR-RI General Staff Office. The research method used in this study is a quantitative method with a structural equation model (SEM). The study population was 201 people, with a saturated sampling technique, which means that the entire population can be a sample. Data analysis used in this study were: instrument quality test, descriptive analysis, structural model test, hypothesis test, and correlation matrix analysis between dimensions. The results of the study showed: 1) there is a positive and significant effect of authentic happiness on work performance; 2) there is a positive and significant effect of learning organization on work performance; 3) there is no positive and significant effect of authentic happiness on stress; 4) there is no positive and significant effect of learning organization on stress; 5) there is no positive and significant effect of stress on work performance; 6) there is no positive and significant effect of authentic happiness on work performance through stress as a mediator; 7) there is no positive and significant influence of learning organization on work performance through stress as a mediator in MPR RI employees; and 8) there is a positive and significant influence of authentic happiness and learning organization on work performance through stress with a fit model on empirical data, where the model fit index is obtained. The psychological implications of the results of this study reveal that the work performance of MPR RI secretariat employees will increase and be better by paying attention to the variables of authentic happiness and learning organization.

Keyword: Stress, Authentic Happiness, Learning Organization, & Work Performance

INTRODUCTION

Entering the 'post' pandemic period to address the uncertainty about Covid-19 so, required planning which more good in the future for face life new 'post" pandemic. (Kemenkes RI, 2020). Implementation policy which has set by government is the highest form of authority in shaping a better 'post' pandemic era again. The government and society also have the same

burden in getting through the times crisis since on time pandemic to time 'post' pandemic consequence Covid- 19 this. It is importance to build habit new on 'post' pandemic Covid- 19, so commitment from all is needed public including MPR-RI employees in maintaining work performance which optimal. Maintain performance work on condition and regulation life in time 'post' pandemic can show impact for somebody and his job, whether performance his work decrease or increase. Achievement work which optimal become important on moment 'post' pandemic because known happen decline in work performance during the pandemic. Without good work performance from members, then the organization's vision and mission will be difficult to achieve (Sugianto, 2020).

Hasibuan (2020) emphasized that work performance is results work which achieved individual in do tasks which charged to him which based on or skills, experience and seriousness as well as time.

Before the research took place, the author conducted pre-research. By using interview techniques with three employees to know description about performance work employee i secretariat general MPR-RI on time 'post' pandemic Covid-19. The results of the interview explain that performance work for individual and each unit achieved. Target performance and timeline already set in beginning year, however there is change good that from   internal and external. In addition, changes in work performance during the pandemic experienced changes due to the work plan that had been prepared in the beginning of the year need to be readjusted, especially adaptation is needed Which fast in technology, because almost all activity using digitalization.

The challenges that must be faced by the MPR-RI Secretariat General Staff in a situation 'post' pandemic This very much diverse and need directions which Certain. With the challenges and demands of uncertain change, employees seem to be experiencing a state of full stress. stress (stressful). Stres explain condition individual experience demands emotion excessive and the time that makes it difficult to live life properly effective. The stress experienced by each individual is different, positive stress has a positive impact such as increasing creativity and triggering self-development, as long as the form the stress experienced is still within the limits of individual capacity. Then there is also stress which has negative impacts such as someone being disturbed in their activities, pattern life unhealthy like consuming alcohol and others.

Research by Manurung, Roestam, and Sutanti (2023) proves that: 1) there is a positive and significant influence of stress as a mediator on the work performance of Occupational Health Nurses during the Covid-19 pandemic; 2) there is a positive and significant influence of authentic happiness on work performance through stress as a mediator of Occupational Health Nurses during the Covid-19 pandemic. Another study by Manurung and Triputra (2024) showed that there was a positive and significant influence of stress on work performance.

Besides notice variable stress, performance Work Also influenced by the variables of learning organization. In the 'post' pandemic era, organizations and individuals are required to continue learning towards good and meaningful change. Organization learning viewed give impact positive for institution in the future.

Manurung (2015) in his research on " The influence of heroic leadership and learning organization to work achievement with authentic personal branding as mediator " proves that learning organization has a positive and significant effect on work achievement. Another study conducted by Manurung and Triputra (2024) showed a positive and significant effect of learning organization on work achievement.

Draft of organization learning has introduced by Senge (1990) in his book 'The Fifth Discipline: The Art and Practice of the Learning Organization'. Senge (2006), explains that organizations learning is an organization that develops the capacity of its members For create results Which in accordance with objective organization, Where pattern new thinking is nurtured, collective aspirations are liberated and people support each other support in matter exploration self.

In addition to the learning organization variable, work performance is also influenced by the authentic happiness variable. Shanti and Manurung (2020) research proves that the authentic happiness model as a mediator of learning organization and authentic personal branding on work achievement fits with empirical data. Another study conducted by Manurung, Roestam, and Sutanti (2023) proved the positive and significant influence of authentic happiness on the work performance of Occupational Health Nurses during the Covid-19 pandemic.

Authentic happiness is the result of identifying your most fundamental strengths and using them in your work, love, and parenting. Authentic happiness is more than just a series of pleasurable moments, involving the individual's power to realize well-being and goodness. Individual strengths are positive characteristics related to feelings of joy and satisfaction, which can only be felt when there is a connection and bond in whatever is being done (Seligman, 2013).

METHOD

The research method uses a quantitative approach with a structural equation model (SEM) - Lisrel with the help of LISREL 8.80 software. SEM is a statistical technique used to test a series of relationships between several variables formed from factor variables or observed variables (Joreskog & Sorbom, 2008). The research population was 201 employees of the MPR RI Secretariat General using a saturated sampling technique, which means that the entire population can be used as a sample.

RESULTS AND DISCUSSION

Based on *the measurement model* (*outer model*), the following results were obtained:

Table 1. Results of Testing the Measurement of the Authentic Happiness *Model*

Item	L	l^2	$1-l^2$	CR	VE
A1	0.65	0.42	0.58		
A2	0.70	0.49	0.51		
A3	0.71	0.50	0.50		
A4	0.70	0.49	0.51		
A5	0.64	0.41	0.59		
A6	0.67	0.45	0.55		
A7	0.68	0.46	0.54		
A8	0.69	0.48	0.52		
A10	0.72	0.52	0.48		
A11	0.72	0.52	0.48		
A12	0.68	0.46	0.54		
A13	0.73	0.53	0.47		
A14	0.62	0.38	0.62		
A16	0.53	0.28	0.72		
A17	0.69	0.48	0.52		
A18	0.73	0.53	0.47		
A19	0.64	0.41	0.59		
A20	0.62	0.38	0.62		
A21	0.68	0.46	0.54	0.971	0.443
A22	0.63	0.40	0.60		
A23	0.76	0.58	0.42		
A24	0.71	0.50	0.50		
A25	0.6	0.36	0.64		
A26	0.66	0.44	0.56		
A27	0.66	0.44	0.56		
A28	0.63	0.40	0.60		
A29	0.73	0.53	0.47		
A30	0.76	0.58	0.42		
A32	0.61	0.37	0.63		

Item	L	l^2	$1-l^2$	CR	VE
A33	0.58	0.34	0.66		
A34	0.76	0.58	0.42		
A36	0.5	0.25	0.75		
A37	0.65	0.42	0.58		
A38	0.72	0.52	0.48		
A39	0.59	0.35	0.65		
A40	0.74	0.55	0.45		
A41	0.64	0.41	0.59		
A42	0.61	0.37	0.63		
A43	0.7	0.49	0.51		
A44	0.55	0.30	0.70		
A45	0.66	0.44	0.56		
A46	0.59	0.35	0.65		
S	27.84	18.61	23.39		

Source: LISREL 8.80 output

The results of the initial data analysis show that there are items that have *loading factors.* in below or equal to 0.5, namely items no. 9, 31, 47, and 48. The results of the next analysis show that this scale has *a factor loading* at above 0.5, and has a construct reliability coefficient of 0.971, where this coefficient is at above 0.7. *The extracted variant* is 0.443 approach coefficient which recommended, namely 0.5. With thus this scale has the recommended validity and reliability.

Based on the fit index, the following results were obtained.

Table 2. Authentic Happiness Fit Index

Index	Fit criteria	Results	Conclusion
RMSEA	<0.08	0.054	Fit
NFI	≥0.9	0.93	Fit
NNFI	≥0.9	0.97	Fit
CFI	≥0.9	0.97	Fit
IFI	≥0.9	0.97	Fit

Source: LISREL 8.80 output

From these results it can be concluded that the data fits the model.

Table 3. Results of *Measurement Testing of* Learning Organization Model

Item	l	l^2	$1-l^2$	CR	VE
B2	0.67	0.45	0.55		
B3	0.72	0.52	0.48		
B4	0.63	0.40	0.60		
B5	0.60	0.36	0.64		
B6	0.55	0.30	0.70		
B7	0.65	0.42	0.58		
B9	0.55	0.30	0.70		
B10	0.58	0.34	0.66		
B11	0.63	0.40	0.60		
B13	0.69	0.48	0.52	0.927	0.390
B14	0.69	0.48	0.52		
B15	0.68	0.46	0.54		
B16	0.56	0.31	0.69		
B18	0.58	0.34	0.66		
B19	0.62	0.38	0.62		
B20	0.58	0.34	0.66		
B21	0.58	0.34	0.66		
B22	0.53	0.28	0.72		
B24	0.73	0.53	0.47		

Item	l	l^2	1- l^2	CR	VE
B25	0.62	0.38	0.62		
S	12.44	7.81	12.20		

Source: LISREL 8.80 output

The results of the initial data analysis showed that there were items that had a loading factor below or equal to 0.5, namely items no. 1, 8, 23, 12, and 17. The results of the subsequent analysis showed that this scale had *a loading factor* d i above 0.5, and has a construct reliability coefficient of 0.927, where this coefficient is at above 0.7. Likewise, *the extracted variant* of 0.390 approaches the coefficient of 0.5. Thus, this scale has the recommended validity and reliability.

Table 4. Learning Organization Fit Index

Index	Fit criteria	Results	Conclusion
RMSEA	<0.08	0.066	Fit
NFI	≥0.9	0.94	Fit
NNFI	≥0.9	0.97	Fit
CFI	≥0.9	0.98	Fit
IFI	≥0.9	0.98	Fit

Source: LISREL 8.80 output

From these results it can be concluded that the data fits the model.

Table 5. Results of Stress *Measurement Model Testing*

Item	l	l^2	1-l^2	CR	VE
C1	0.89	0.79	0.21		
C2	0.92	0.85	0.15		
C3	0.90	0.81	0.19		
C4	0.65	0.42	0.58		
C5	0.77	0.59	0.41	**0.949**	**0.677**
C6	0.80	0.64	0.36		
C7	0.58	0.34	0.66		
C9	0.91	0.83	0.17		
C10	0.91	0.83	0.17		
S	7.33	6.10	2.90		

Source: LISREL 8.80 output

The results of the initial data analysis showed that there were items that had *loading factors* in below or equal to 0.5, namely item no. 8. The results of the next analysis show that this scale has the recommended *loading factor, namely above 0.5, and has a construct reliability coefficient of 0.949, where this coefficient is at* above the recommended coefficient, which is 0.7. Likewise, the extracted variant of 0.677 is above the recommended coefficient, which is 0.5. Thus, this scale has the recommended validity and reliability.

Based on the fit index, the following results were obtained.

Table 6. Stress Fit Index

Index	Fit criteria	Results	Conclusion
RMSEA	<0.08	0.085	Marginal Fit
NFI	≥0.9	0.96	Fit
NNFI	≥0.9	0.97	Fit
CFI	≥0.9	0.98	Fit
IFI	≥0.9	0.98	Fit

Source: LISREL 8.80 output

From these results it can be concluded that the data fits the model.

Table 7. Results of Testing *the Measurement Model* of Work Performance

Item	l	l ^{2}	1-l ^{2}	CR	VE
D1	0.61	0.37	0.63		
D2	0.68	0.46	0.54		
D3	0.55	0.30	0.70		
D4	0.54	0.29	0.71		
D5	0.64	0.41	0.59		
D7	0.64	0.41	0.59		
D9	0.59	0.35	0.65		
D10	0.56	0.31	0.69		
D12	0.63	0.40	0.60		
D14	0.55	0.30	0.70		
D15	0.54	0.29	0.71		
D16	0.52	0.27	0.73		
D18	0.58	0.34	0.66		
D19	0.70	0.49	0.51	**0.941**	**0.372**
D20	0.71	0.50	0.50		
D21	0.64	0.41	0.59		
D22	0.70	0.49	0.51		
D23	0.65	0.42	0.58		
D24	0.53	0.28	0.72		
D25	0.60	0.36	0.64		
D26	0.59	0.35	0.65		
D28	0.60	0.36	0.64		
D29	0.66	0.44	0.56		
D30	0.61	0.37	0.63		
D31	0.65	0.42	0.58		
D32	0.54	0.29	0.71		
D33	0.60	0.36	0.64		
S	16.41	10.05	16.95		

Source: LISREL 8.80 output

The results of the initial data analysis showed that there were items that had loading factors in below or equal to 0.5, namely items no. 5, 6, 8, 11, 13, 17, 27. The results of the next analysis show that this scale has *a loading factor* which is recommended, namely in above 0.5, and has a construct reliability coefficient of 0.941, where this coefficient is at above the recommended coefficient of 0.7. Likewise, with *the extracted variant* of 0.372, this coefficient is close to the recommended coefficient of 0.5. Thus, this scale has the recommended validity and reliability.

Table 8. Job Performance Fit Index

Index	Fit criteria	Results	Conclusion
RMSEA	<0.08	0.069	Fit
NFI	≥0.9	0.93	Fit
NNFI	≥0.9	0.96	Fit
CFI	≥0.9	0.97	Fit
IFI	≥0.9	0.97	Fit

Source: LISREL 8.80 output

From these results it can be concluded that the data fits the model.

Hypothesis Test Results

At the hypothesis testing stage, it is carried out to determine whether the research hypothesis proposed in the research model is accepted or rejected. To test the proposed hypothesis, it can be seen from *the Original Sample* and the *T = Statistic value* through the *Bootstrapping procedure*. The results of the hypothesis test are described in Figures 1 and 2 below.
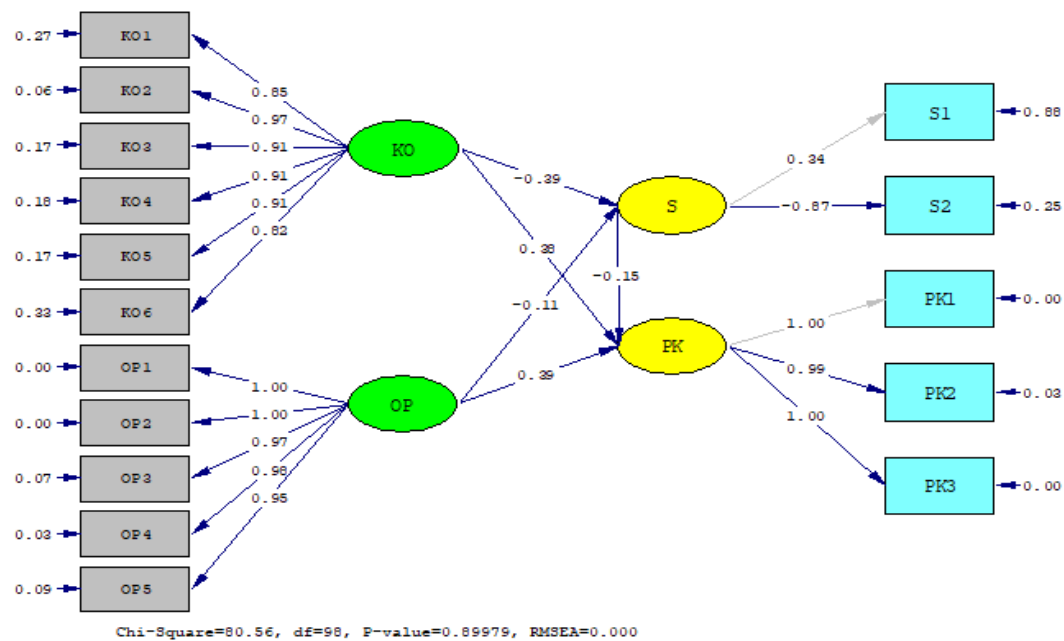
Chi-Square=80.56, df=98, P-value=0.89979, RMSEA=0.000

Figure 1. Standardized *Solution*

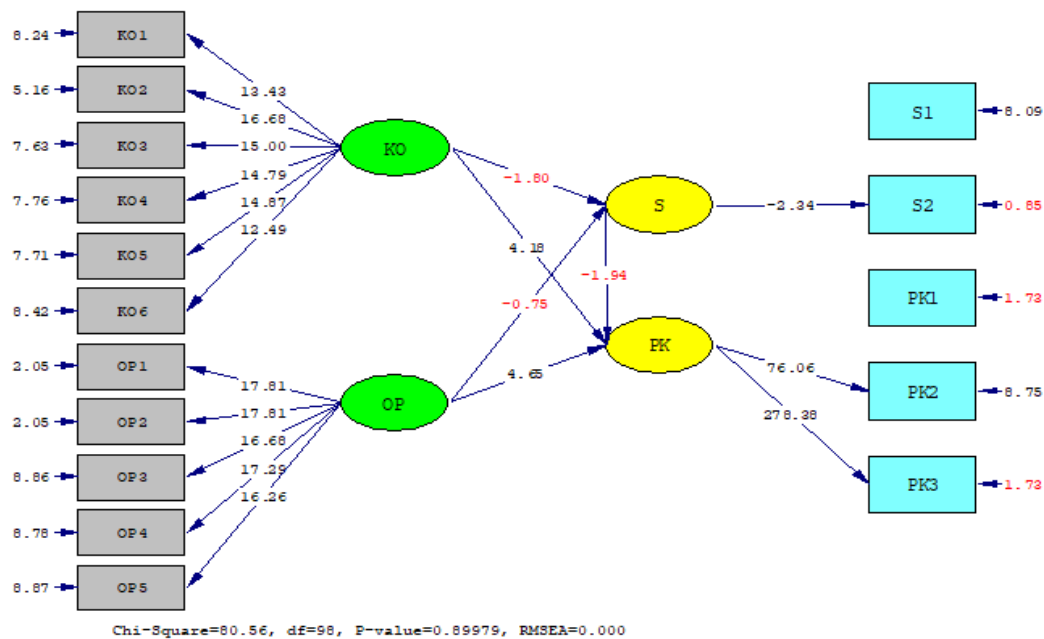Chi-Square=80.56, df=98, P-value=0.89979, RMSEA=0.000

Figure 2. *T-Value*

Based on the Image above, shows the results of the *T-Statistic test* have a value of 0.38 (authentic happiness towards work performance); value 0.39 (learning organization towards work performance); value -0.39 (authentic happiness towards stress_; value - 0.11 (learning organization towards stress); value -0.15 (stress towards work performance); value 0.06 (authentic happiness towards work performance through stress as a mediator); and 0.02 (learning organization towards work performance through stress as a mediator).

According to Helm et al. (in Hair et al., 2014), the path coefficient value is in the range of -1 to +1, where the path coefficient value approaching +1 represents a strong positive relationship and the path coefficient value of -1 indicates a strong negative relationship. Meanwhile, the T-Statistic value limit to reject and accept the proposed hypothesis is ±1.96,

where if the *T-Statistic value* is in the range of -1.96 and 1.96 then the hypothesis will be rejected or in other words accept the null hypothesis (Ho).

1) The results of testing Hypothesis 1 were obtainedγ = 0.38 with t = 4.65, where t > 1.96, thus Ho is rejected. This means that there is an influence of authentic happiness on work performance.
2) The results of testing Hypothesis 2 were obtainedγ = 0.39 with t = 4.18, where t > 1.96, thus Ho is rejected. This means that there is an influence of learning organization on work performance.
3) The results of testing Hypothesis 3 were obtainedγ = -0.39 with t = -1.80, where t > 1.96, thus Ho is accepted and Ha is rejected. This means that there is no influence of authentic happiness on stress.
4) The results of testing Hypothesis 4 were obtainedγ = 0.11 with t = 10.75, where t > 1.96, thus Ho is accepted and Ha is rejected. This means that there is no influence of learning organization on stress.
5) The results of testing Hypothesis 5 were obtainedβ = -0.15 with t = -1.94, where t > 1.96, thus Ho is accepted and Ha is rejected. This means that there is no effect of stress on work performance.
6) The results of testing Hypothesis 6 were obtainedγ = 0.06 with t = 1.36, where t > 1.96, thus Ho is accepted and Ha is rejected. This means that there is no influence of authentic happiness on work performance through stress.
7) The results of testing Hypothesis 7 were obtainedγ = 0.02 with t = 0.70, where t > 1.96, thus Ho is accepted and Ha is rejected. This means that there is no influence of learning organization on work performance through stress.
8) The results of Hypothesis 8 testing obtained a model fit index, thus Ho was rejected. This means that there is an influence of authentic happiness and learning organization on work performance through stress with empirical data.

The fit indices of hypothesis 8 are described in Table 9.

Table 9. Fit Model Index of Authentic Happiness and Learning Organization towards Job Performance through Stress

Index	Fit criteria	Results	Conclusion
RMSEA	<0.08	0.00	Fit
NFI	≥0.9	0.99	Fit
NNFI	≥0.9	1.00	Fit
CFI	≥0.9	1.00	Fit
IFI	≥0.9	1.00	Fit

Source: LISREL 8.80 output

Pressure at work will be felt as something positive in the individual, so that positive experiences *(perceived control)* will always be obtained. As with MPR RI employees who must continue to carry out their duties in the post- pandemic era, authentic happiness and learning organizations is something that needs to be improved to achieve better work performance.

In this way, work performance will increase and be better, because authentic happiness and learning organizations are important variables that can support optimal work performance.

CONCLUSION

Based on the results of the research on the influence of authentic happiness and learning organizations on the work performance of the employees of the MPR RI Secretariat General that has been conducted, the following conclusions can be drawn: positive and significant influence of authentic happiness on work performance, positive and significant influence of learning organizations on work performance. there is no positive and significant influence of

authentic happiness on stress, there is no positive and significant influence of learning organization on stress, there is no positive and significant influence of stress on work performance, there is no positive and significant influence of authentic happiness on work performance through stress, positive and significant influence of learning organization on work performance through stress, and here is an influence of authentic happiness and learning organization on work performance through stress with a fit model on empirical data, where the model fit index is obtained .

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