

## The Overview of Subjective Well-being in Gen Z Who Have Workaholic Parents (Psychology and Mental Health)

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### ABSTRACT

**Objective:** The young generation in the current era is commonly known as generation Z or Gen-Z. Gen-Z was born between 1997 and 2012. Workaholics or workaholics are people who work excessively so that they exceed the time, physical and mental limits which ultimately have to sacrifice the balance of life by neglecting rest, prayer and socialising with the people around them. subjective well-being is a person's perspective on his life, which consists of cognitive and affective assessments of his life and represents psychological well-being. **Method:** This research uses qualitative research methods with a phenomenological approach. The subjects of this research were selected using purposive sampling technique and the aspects that will be examined in this research are (1) Cognitive aspects in the form of satisfaction (2) Positive affective aspects (3) Negative affective aspects. **Results:** The results showed that subject PP and subject VA both have parents who are workaholic but these two subjects have different adaptations of subjective well-being. From the 3 aspects studied, PP tends to have adaptation of subjective well-being in his life in general and has long-term fears. On the other hand, VA has adapted subjective well-being that focuses on his personal achievements, social relationships, and has short-term fears. **Novelty:** The results showed that subject PP and subject VA both have parents who are workaholic but these two subjects have different adaptations of subjective well-being.

## INTRODUCTION

The young generation in the current era is commonly known as generation Z or Gen-Z [1]. Gen Z was born between 1997 and 2012 [2]. Gen Z has characteristics that are clearly different from millennials and previous generations, with characteristics that are more sensitive about issues related to social and environmental issues [3]. Gen Z considers a balanced life as a crucial factor to maintain their psychological and physical well-being. Gen Z prioritises the value and time they have to relax, pursue their passions, and maintain social communication with society and family [4]. During this period, the uncertainty and indecision that occurs in this individual causes instability in both emotional and cognitive terms [5].

Workaholics are people who work excessively so that they exceed the time, physical and mental limits which ultimately have to sacrifice the balance of life by ignoring rest, prayer and socialising with the people around them [6]. Workaholics are those who have working hours of more than ten hours per day. The problems often faced by families today are not far from the busyness of working parents. According to Oktavianti (2023) Workaholics are parents with official jobs tied to strict working hours [7]. The ease in the all-digital world of work has a great opportunity to make someone motivated to work continuously [8]. Workaholic is certainly an activity that has a negative side both in the aspect of social interaction with family and friends as well as the physical and mental

health of the perpetrator [9]. But there is something more important, namely the development of a child, a child not only needs financial sufficiency, but a child needs attention and encouragement, especially from a mother figure [10].

According to Compton, subjective well-being is a person's perspective on his life, which consists of cognitive and affective assessments of his life and represents psychological well-being [11]. According to Diener, subjective well-being consists of three aspects, namely life satisfaction, positive affect, and negative affect [12]. The first is life satisfaction, which is defined as an individual's global cognitive assessment of his life and an assessment within the individual, which consists of satisfaction felt in various areas of life. Secondly, positive affect, Diener said that positive affect is characterised by experiencing pleasant emotions and moods, and finally unpleasant affect (negative affect) is a combination of encouragement and unpleasant things including moods that can be separated into specific emotions and moods [13]. With working parents, they usually spend more time at work and do not have time to interact or communicate with children. This can affect the growth and development of children and ultimately affect subjective well-being for adolescents [14]. according to Rask's research, family is a significant predictor variable of individual life satisfaction, especially family function and parental relationships [15]. Subjective well-being in individuals provides certain benefits throughout the life span [16].

According to Diener cited by Michael Eid Randy J. Larsen (1999) subjective well-being is an assessment of life positively and feels good, someone is said to have high subjective well-being if he often experiences life satisfaction and joy and rarely experiences unpleasant emotions such as sadness or anger [17]. Every individual has expectations that certainly want to be achieved in fulfilling satisfaction in their lives [18]. This statement is reinforced by the results of initial interviews with Subjects PP and VA conducted on 21 May 2024. Based on the results of the interview, PP and VA still feel good and the life satisfaction of the two subjects is fulfilled even though their parents are workaholic parents. Based on the explanation of the importance of subjective well-being in Gen Z who have workaholic parents and the lack of research on Subjective Well-Being in Gen Z who have workaholic parents, researchers conducted research on the description of subjective well-being in Gen Z who have workaholic parents. In contrast to previous studies that explain generically about subjective well-being in Gen Z, this study specifically uses workaholic parents as an independent variable. The purpose of this study is to see and understand the aspects that characterise subjective well-being in Gen Z who have workaholic parents.

## RESEARCH METHOD

This study uses qualitative research methods with a phenomenological approach. The phenomena studied include changes in participants' attitudes, perspectives, or behaviour [19]. According to Creswell, the qualitative research design in this study is natural, where researchers do not try to change or manipulate the research environment.

This research method is carried out in a natural setting aimed at the mental phenomena of actors on the problems at hand [20].

The subject of this research was selected using purposive sampling technique with the criteria of being between 18-24 years old, having workaholic parents, and being able to communicate both verbally and non-verbally, willing to be a research subject. This research was conducted on 2 Gen Z subjects who are male and female with different levels of subjective well-being. Data triangulation in this study uses data source triangulation through semi-structured interviews with open-ended and in-depth questions and audio documents. The aspects that will be examined in this research are (1) Cognitive aspects in the form of satisfaction (2) Positive affective aspects (3) Negative affective aspects.

Data analysis was conducted using thematic analysis. According to Naughton & Hughes, thematic analysis is a data analysis method that aims to identify and find themes and categories from data that has previously been coded. The stages of data analysis in this study include (1) preparing raw data; (2) coding; (3) code classification; (4) data interpretation; (5) data presentation [21].

## RESULTS AND DISCUSSION

### *Results*

Aspects that influence the subjective well-being process of two subjects, initials PP, male, 21 years old, and VA, female, 21 years old. According to Diener, Oishi, & Lucas (2015) subjective well-being or subjective well-being is a description of luas basically refers to all forms related to the evaluation dalam of individual life or in the form of emotionaltion, such as satisfaction, positive affect, and negative affect [22].

#### **A. Cognitive aspects in the form of satisfaction (Life Satisfaction)**

According to Diener (1999), cognitive aspect assessment is an individual's assessment of life satisfaction [23].

*"Wanting to change eee if what is changed doesn't seem to exist anyway mas, it has changed the problem. The problem is that when I was in high school, what I wanted to change was my character who wanted to be more mature, now I'm already quite mature in my own opinion. If there is something to change, maybe my nature used to be more mature, that's enough."* (Code H7: PP, 21 Years Old)

*"Hmm, I'm happy and then I'm not just happy, it's more like I'm proud of myself because I'm really productive here and I can finally achieve what I want."* (Code H56: VA, 21 Years Old)

From the results of the interview, Subject PP felt satisfied with his life as a whole and had certain moments of happiness that were indicators of life satisfaction. This happiness comes from various aspects of the subject's life, including relationships with people around him, daily activities, and personal achievements. Subject PP has a positive outlook on life and is able to find happiness in the various things he experiences.

On the other hand, subject VA showed life satisfaction that was more focused on personal achievements and the academic process, especially in undergoing a thesis. The sense of pride and satisfaction felt by subject VA mostly comes from the success in achieving academic goals and the ability to overcome the challenges faced during the process. Subject VA found happiness in self-achievement and development achieved through effort and hard work.

The main difference between the two subjects lies in the source of their life satisfaction. Subject PP derives satisfaction from various aspects of life in general, while subject VA derives more specific satisfaction from his academic achievements and learning process. These two subjects show that life satisfaction can come from various sources, be it from daily life and social interactions, or from personal achievements and development.

### **B. Positive Affect Aspects**

According to Diener, positive affect is the way individuals assess their feelings such as feeling joy, excitement, having a sense of affection, happiness and excitement [24].

*"Responding yes, good moments are responding most with gratitude, for example, certain moments, well, good moments are what, get more sustenance, if not, then good intentions can at least buy food for parents even though it is cheap. That's the good thing, if it's the bad thing, then it's easy again."* (Code H12: PP, 21 Years Old)

*"The feeling is happy like it turns out that ee my worries about meeting bad people like yesterday turned out not to be because it turned out that I was surrounded by good people so I'm happy."* (Code H55: VA, 21 Years Old)

Based on the results of the interview above, Subject PP feels grateful when he gets more sustenance, besides that Subject PP also feels grateful when buying food for his parents. This reflects that Subject PP can express his positive emotions with simple things. In addition, Subject PP finds calmness and relief by praying, a spiritual practice that can help him connect with his faith and find inner peace. In addition, subject PP also watches entertainment on YouTube as a way to distract herself and gain relaxation. This shows that subject PP was able to balance his spiritual and emotional needs in the face of adversity.

Meanwhile, subject VA felt happy when his fears of meeting bad people again turned out to be wrong. Subject VA feels happy because he is currently surrounded by good people. Subject VA also has a sense of pride in self-achievement, the ability to control emotions well, and a high sense of gratitude. This positive attitude is reflected in various aspects of life, such as family relationships, friendships, and work.

Both subjects have positive affect that helps them deal with life, but with different approaches. Subject PP leans more towards simple happiness and spiritual serenity, while Subject VA emphasises personal achievement and healthy social relationships. This difference shows that the expression of positive emotions can be greatly influenced by an individual's values, life experiences, and the way they interpret happiness.

### C. Negative Affect Aspects

Negative affect is an attempt to describe the negative emotions that a person feels as a form of reaction to a condition they are experiencing, such as sadness, disappointment, fear, anxiety, nervousness, and worry [22].

*"My fear of failing because I'm not successful, not successful like what, can't be successful like for example what I've been doing so far is the fear that my life can't be successful like after graduating, I don't even have a good job, I don't live well, that's what I can't be successful, that's the point."* (Code H38: PP, 21 Years Old)

*"No, because I'm afraid of failure actually, but yes, I want to try new things but I think more about what the risks will be if I try this so I think more about the failure but I don't dare to do it."* (Code H31: VA, 21 Years Old)

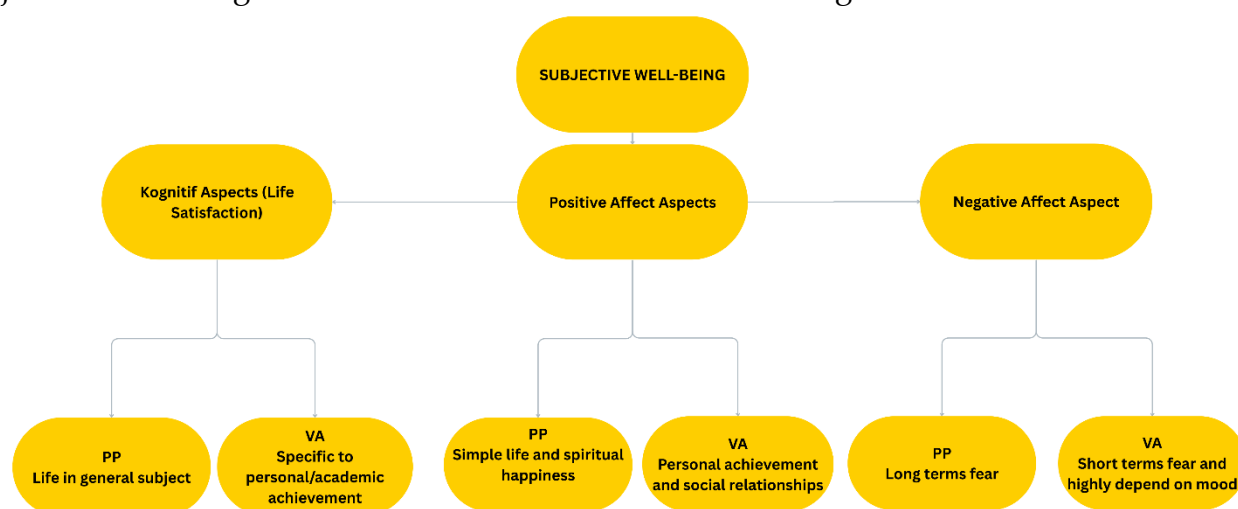
Based on the results of the interview, Subject PP felt uncomfortable discussing romance issues with his family because he was not yet successful. Subject PP has high standards for himself and wants to achieve success first before starting a serious relationship. Fear of failure and incompatibility with family expectations are the main reasons for PP subjects to postpone discussions of romance. Subject PP has a fear of failure and unsuccessfulness in the future. Subject PP was anxious about whether he would get a good job after graduation and whether he would be able to achieve the desired success in life. These concerns made him feel frustrated and doubtful about his future. Subject PP felt empty and dissatisfied after expressing his frustration. This suggests that the subject may not have found a healthy way to express his emotions and manage his stress.

Meanwhile, Subject VA is struggling with overthinking and fears that inhibit him. Subject VA realizes that overthinking can hurt him and he wants to change it to avoid getting hurt again. Subject VA also felt that he needed encouragement from the people around him to help him in this process. On the other hand, subject VA sometimes gets carried away and does not dare to try new things for fear of failure and all the risks. Subject VA's mood greatly affected his college spirit, but he realized that he had to keep his spirit even though it was difficult. Other fears that the subject faces are losing focus due to thinking about what others say and feeling pressured by targets in lectures. This can exacerbate overthinking and make it more difficult for him to achieve his goals.

The fundamental difference between Subject PP and Subject VA lies in the source and manifestation of the negative affect they experience. Subject PP tends to focus on long-term anxiety related to achieving success as a prerequisite for romantic life, where his main concern centers on failing to meet future expectations of self and family. His negative affect is internalized, expressed through frustration that leads to a feeling of emptiness after venting emotions. Meanwhile, Subject VA has short-term anxiety that is situational in nature, such as academic pressure, fear of others' judgment, and hesitation in facing new challenges. VA's negative affect is more labile and fluctuatingly expressed through his current mood swings, where his emotions directly impact his daily motivation and productivity. If PP is driven by the fear of not being able to achieve

success in the future, VA is concerned about performance and social acceptance in the present moment.

Based on interviews conducted by the researcher on June 24, 2024, differences in subjective well-being were found in PP and VA as shown in Figure 1.



**Figure 1.** Summary of Subjective Well-Being in Gen Z.

The summary of the subjective well-being description above shows that although subject PP and subject VA both have parents who are workaholic, these two subjects have different subjective well-being adaptations.

### **Discussion**

According to Diener, subjective well-being leads to all types of evaluations, both positive and negative, of one's life [25]. It includes reflective cognitive evaluations, such as life satisfaction and job satisfaction, interest and engagement, and affective reactions to life events, such as joy and sadness. In other words, subjective well-being is each individual's distinct evaluation of life, events experienced, body and mind, and the circumstances in which they live. Based on the entire series of interviews on May 21, 2024 and June 24, 2024, it was found that subjects PP and VA had different adaptations of subjective well-being. Broadly speaking, subject PP is able to feel satisfied and happy by looking at his life in general. Meanwhile, subject VA is more specific by expressing his satisfaction and happiness through self-achievement including the academic field.

According to Diener (2000), the cognitive aspect is related to life satisfaction, namely the meaning or statement about how a person enjoys his life positively in various aspects of life in general [26]. Based on the results of interviews with subject PP and subject VA, subject PP was able to interpret his life in general. Subject PP was able to feel satisfied with the things and small changes he experienced. This is evidenced by subject PP who feels satisfied when he is able to buy his parents food and is able to change his nature into a more mature person. On the other hand, subject VA was able to express his satisfaction

by seeing himself able to survive in the academic and social world. This is evidenced by VA who revealed that VA is very proud because his thesis continues to progress, besides that VA also feels satisfied if he is appreciated by the people around him. This is evidenced by VA who feels happy that his friends provide input when VA feels insecure about himself.

According to Diener, positive affect is the way individuals assess their feelings such as feeling joy, excitement, having a sense of affection, happiness and excitement [27]. Positive affect includes positive symptoms that reflect a person's reaction to events in life that are in line with their desires or produce favorable experiences. Examples include feeling interested in something, happy, alert, enthusiastic, excited, strong, proud, brave, active and attentive [28]. This is in line with the results of interviews with 2 subjects, namely PP & VA subjects. Based on the facts obtained through interviews, Subjects PP and VA have different adaptations of positive affect because PP feels positive with simple things such as watching YouTube or worshipping. Meanwhile, VA feels positive when VA gets personal achievements and has good social relationships. The difference between the two shows that subjective well-being in the aspect of positive affect is influenced by life experiences, spirituality, social relationships and the way a person interprets life.

Negative affect is the opposite of positive affect, which is a feeling and mood that is in an unpleasant condition [26]. SPANE also states that negative affect has components, namely poor emotional attitudes, unpleasant, frustrated, negative, fearful, sad and angry about life. Based on the facts that occur in subjects PP and VA, both have different negative aspects. Subject PP has a long-term fear. Subject PP is afraid of failing in the future, subject PP is afraid of not being able to work according to his passion. Meanwhile, subject VA has short-term fears and what he does depends on his mood. This is evidenced by when VA feels judged, VA will feel sad. VA also often chooses to stay in the room and not interact with anyone when VA is not in a good mood. The difference between the two shows that Subjective Well-Being in the aspect of negative affect in a person is relatively different because it is influenced by personal experience, the way a person views things, and the support of their social environment.

This study has limitations on the scope of the subject, only focusing on Gen Z, so it cannot be generalized to other groups. This study also only uses 2 subjects which affects the accuracy of the data. Researchers also did not examine when the subject's parents began to workaholic, how much the subject's pocket money was, and how the subject's parents' parenting was.

## CONCLUSION

**Fundamental Finding :** This study proves that Gen Z with workaholic parents is able to maintain a good level of subjective well-being through different adaptation mechanisms, where PP has adaptation of subjective well-being in simple things and spirituality but the negative affect of PP is that the subject has fear for his future, while VA has adaptation of subjective well-being in academic achievement and social support, VA has negative affect such as not daring to try new things, afraid to get hate speech from

his environment. The findings of this study show how important it is to understand psychological well-being but also provide a new perspective on the adaptation mechanism of subjective well-being in Gen Z who have workaholic parents. **Implication** : Subject PP can maintain his positive habits, such as praying and enjoying simple entertainment, while subject VA needs to balance academic demands with rest time to avoid burnout. It is also important for both subjects to build open communication with parents, even though PP and VA subjects are busy, they still have to ensure their emotional needs are met. Support from friends or peer groups can also be a source of strength in facing daily challenges. **Limitation** : The findings of this study provide a new perspective on the adaptation mechanism of subjective well-being in Gen Z who have workaholic parents, but they are limited in terms of generalizability due to the small number of participants and the specific contexts of PP and VA. **Future Research** : Future research should expand the sample by involving more participants from various backgrounds to increase the generalizability of the findings. Future researchers can also use other methods. In addition, it is important to explore additional factors such as the onset of workaholic parents, parenting patterns of the subjects' parents, and social support, as well as using studies that observe changes in subjective well-being in the long term.

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