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The Relationship between Work Engagement and Eudaimonic Workplace Well-Being among Nurses at RSUD Pasaman Barat

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Abstract

Work engagement and eudaimonic workplace well-being are increasingly important in the health-care sector, where nurses are required to deliver continuous, professional, and emotionally demanding services. Although previous studies have widely examined work engagement, burnout, job satisfaction, and general workplace well-being among nurses, research specifically addressing the relationship between work engagement and eudaimonic workplace well-being in regional public hospitals in Indonesia remains limited. This study aims to analyze the relationship between work engagement and eudaimonic workplace well-being among nurses at RSUD Pasaman Barat. A quantitative correlational design was employed, involving 172 nurses selected through purposive sampling. Data were collected using the Eudaimonic Workplace Well-Being Scale and the Utrecht Work Engagement Scale-9 and were analyzed using Pearson Product Moment correlation and simple regression with IBM SPSS for Windows. The findings indicate a positive and significant relationship between work engagement and eudaimonic workplace well-being, with a correlation coefficient of 0.487 and a significance value of 0.000. Regression analysis further showed that work engagement

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contributed 23.7% to eudaimonic workplace well-being. These findings contribute to the theoretical development of work engagement and eudaimonic workplace well-being within organizational psychology and nursing management. The study concludes that work engagement plays an important role in strengthening nurses' meaningful psychological well-being at work. Practically, hospital management is encouraged to create a supportive work environment through stronger social support, professional development, recognition, and healthy workload management.

Keywords: Work Engagement; Eudaimonic Workplace Well-Being; Nurses; Nursing Management; Psychological Well-Being.

INTRODUCTION

Nurses are one of the main pillars of health services because they interact directly with patients, provide continuous care, and play an important role in maintaining the quality and safety of hospital services (Adams et al., 2025; Al Munajjam et al., 2023; Alshammary et al., 2025). At the international level, the issue of nurses' psychological condition and workplace well-being has become a major concern, especially because nurses are often exposed to high workloads, emotional pressure, shift work, patient demands, and complex organizational responsibilities. The World Health Organization emphasized that the mental health and well-being of health and care workers need serious attention because burnout, stress, and psychological distress can threaten the sustainability of health systems and the quality of patient care (Johnson et al., 2018; Mitchell, 2024; Søvold et al., 2021). This condition indicates that nurses' well-being is not only an individual issue, but also an organizational and public health issue that affects hospital performance.

The same issue is also relevant in the Indonesian health-care context (Alfaqeeh et al., 2025; Booth, 2023). Nurses in hospitals are required to provide professional, empathetic, and responsive services while facing various work demands, such as patient overload, administrative responsibilities, limited resources, and pressure to meet service standards (Alrehaili et al., 2024; Charan et al., 2025; Martin-Ferreres et al., 2025). These demands can influence the way nurses experience their work, whether they feel engaged, meaningful, and psychologically fulfilled or instead experience fatigue and emotional detachment. A recent study on Indonesian hospital nurses showed that workplace well-being is understood by nurses as a condition related to comfort, support, meaningful work,

interpersonal relationships, and positive work experiences in the hospital environment (Ghobakhloo et al., 2025). Therefore, understanding nurses' well-being in the workplace is important for strengthening human resource management in hospitals.

Researcher attention to this issue is based on the assumption that nurses who have positive psychological experiences at work tend to show better involvement in carrying out their professional roles. Work engagement refers to a positive, fulfilling, work-related state of mind characterized by vigor, dedication, and absorption (Sutarno & Suprayitno, 2023; van der Walt, 2024)Vigor is reflected in energy and mental resilience while working, dedication is reflected in enthusiasm and a sense of significance, while absorption is reflected in full concentration and deep involvement in work. In the nursing profession, work engagement becomes important because engaged nurses are more likely to show commitment, persistence, and responsibility in providing health services.

Work engagement is also closely related to the quality of the work environment. According to the Job Demands-Resources model, engagement can develop when employees receive adequate job resources, such as social support, autonomy, feedback, and opportunities for development, while excessive job demands may reduce psychological energy and increase burnout risk (Bakker et al., 2023). In hospital settings, nurses' engagement may decrease when workload is high and organizational support is limited. Conversely, nurses may demonstrate stronger engagement when they perceive their work as meaningful, supported, and aligned with personal growth. This theoretical view strengthens the argument that work engagement is not merely a personal characteristic, but also a psychological condition shaped by the workplace.

Another important concept related to nurses' positive work experience is eudaimonic workplace well-being. Unlike hedonic well-being, which focuses more on pleasure, comfort, and positive feelings, eudaimonic well-being emphasizes meaning, self-realization, personal growth, contribution, and the feeling that one's work has value. Bakker et al. (2023) developed the concept of eudaimonic workplace well-being by integrating eudaimonic well-being into the work context. Their study produced a validated Eudaimonic Workplace Well-Being Scale that measures how individuals experience meaning and growth through their work. This concept is highly relevant to nurses because nursing is not only technical work, but also humanistic and meaningful work that involves care, empathy, responsibility, and service to others.

Previous studies have shown that work engagement and workplace well-being are important variables in the health-care sector. Larsson et al. (2018) found that nurses with higher well-being and engagement tend to have stronger commitment to the nursing profession and are more likely to remain in their work. Sari et al. (2022) also reported that nurses' work engagement can be influenced by psychological conditions and work pressure, especially in hospital environments that demand high emotional and physical involvement. Other studies also suggest that workplace conditions, psychosocial factors, and organizational resources contribute to nurses' well-being and work experiences (Zhang et al., 2024). These findings indicate that engagement and well-being are interconnected aspects of nurses' professional life.

Although previous studies have discussed work engagement, burnout, psychological well-being, and workplace well-being among nurses, research that specifically examines the relationship between work engagement and eudaimonic workplace well-being remains limited, particularly in the context of regional public hospitals in Indonesia. Many studies tend to focus on burnout, job satisfaction, stress, or general well-being, while eudaimonic workplace well-being as a meaning-oriented and growth-oriented concept has not been widely explored among nurses. In addition, studies on eudaimonic workplace well-being in Indonesia are still developing, including the adaptation of the Eudaimonic Workplace Well-Being Scale for Indonesian contexts (Rahmi & Mubarak, 2022). This shows a research gap that needs to be addressed, especially in relation to nurses who work in public hospital environments.

The novelty of this study lies in its focus on the relationship between work engagement and eudaimonic workplace well-being among nurses at RSUD Pasaman Barat. This study does not only examine whether nurses feel satisfied or comfortable at work, but also explores how their engagement is related to deeper psychological experiences, such as meaning, self-development, and the perception that their work contributes to something valuable. Theoretically, this study is supported by the concept of work engagement proposed by (Balducci et al., 2010), the Job Demands-Resources model proposed by Bakker and Bakker & Demerouti (2017) and the eudaimonic workplace well-being framework developed by (Bartels et al., 2019). These theoretical foundations provide a strong basis for understanding how positive involvement in work may be associated with nurses' meaningful and growth-oriented well-being.

Based on the explanation above, this study focuses on examining the relationship between work engagement and eudaimonic workplace well-being among nurses at RSUD Pasaman Barat. The purpose of this study is to determine whether there is a significant relationship between nurses' level of work engagement and their eudaimonic workplace well-being. The findings of this study are expected to contribute to the development of organizational psychology and nursing management, especially in understanding how nurses' engagement can support meaningful well-being in the workplace and improve the quality of hospital human resources.

METHODS

This study used a quantitative approach with a correlational design to examine the relationship between work engagement and eudaimonic workplace well-being among nurses at RSUD Pasaman Barat. The quantitative approach was chosen because the research data were numerical and analyzed statistically to determine the direction and strength of the relationship between variables. A correlational design was considered appropriate because this study did not provide treatment or intervention to the participants but aimed to identify the relationship between work engagement as the independent variable and eudaimonic workplace well-being as the dependent variable. Work engagement was measured through three dimensions, namely vigor, dedication, and absorption, while eudaimonic workplace well-being was measured through intrapersonal workplace well-being and interpersonal workplace well-being. This design is in line with the view that quantitative correlational research is used to examine relationships between variables objectively through statistical procedures (Sugiyono, 2017).

The population of this study consisted of all nurses working at RSUD Pasaman Barat, totaling 300 nurses based on the Hospital Information System of the Indonesian Ministry of Health in 2024. The sample was selected using purposive sampling with the criterion that respondents had worked for at least one year, because nurses with this work period were considered to have sufficient experience and adaptation to the hospital work environment. The minimum sample size was determined using the Slovin formula with a 5% error tolerance, resulting in 172 respondents. Data were collected using online questionnaires distributed through Google Forms after obtaining research permission and informed consent from participants. Eudaimonic workplace well-being was measured using

the Eudaimonic Workplace Well-Being Scale (EWWS) adapted by Rahmi and Mubarak (2023) based on Bartels et al. (2019), consisting of eight items. Meanwhile, work engagement was measured using the Utrecht Work Engagement Scale-9 (UWES-9) developed by Schaufeli and Bakker (2004) and adapted into Indonesian by Rahmadani et al. (2019), consisting of nine items.

Instrument validity and reliability were considered to ensure the accuracy and consistency of the data. The validity of each item was determined based on a p-value of less than 0.05 and an item correlation coefficient of at least 0.30, while reliability was assessed using the reliability coefficient, in which a value closer to 1.00 indicates higher consistency. The collected data were analyzed using IBM SPSS for Windows. Before hypothesis testing, a normality test was conducted to determine whether the data met the assumptions of parametric statistics. The relationship between work engagement and eudaimonic workplace well-being was then analyzed using Pearson Product Moment correlation with a significance level of 0.05. A relationship was considered significant if the p-value was less than 0.05.

RESULTS

1. Classical Assumption Test

a. Normality Test

Table 1. Normality Test

Variable	N	SD	Mean	K-SZ	P	Description
Work Engagement and Eudaimonic Workplace Well-Being	172	3.032	0.000	0.981	0.291	Normal

Based on the results of the normality test on the variables of work engagement and eudaimonic workplace well-being, the sample size (N) was 172, with a standard deviation value of 3.032 and a mean value of 0.000. The Kolmogorov-Smirnov test showed a K-SZ value of 0.981 with a significance value (p) of 0.291. Since the significance value is greater than 0.05, it can be concluded that the data for both variables are normally distributed. Therefore, the normality assumption in this study has been fulfilled.

b. Correlational Test

Table 2. Correlational Test

Variable	N	r	Sig.	Description
Work Engagement ↔ Eudaimonic Workplace Well-Being	172	0.487	0.000	Significant

Based on the results of the correlational test between work engagement and eudaimonic workplace well-being, the sample size (N) was 172, with a correlation coefficient (r) of 0.487 and a significance value (Sig.) of 0.000. Since the significance value is less than 0.05, it can be concluded that there is a significant relationship between work engagement and eudaimonic workplace well-being. The positive correlation coefficient indicates that the relationship between the two variables is positive, meaning that the higher the work engagement, the higher the eudaimonic workplace well-being among the research subjects.

2. Hypothesis Test

Table 3. Hypothesis Test

Variable	B	t	p	R-sq	Description
Work Engagement (X) → Eudaimonic Workplace Well-Being (Y)	0.440	7.272	0.000	0.237	H1 accepted

Based on the hypothesis test results, the regression coefficient (B) was 0.440, with a t-value of 7.272 and a significance value (p) of 0.000. Since the significance value is less than 0.05, it can be concluded that work engagement has a significant effect on eudaimonic workplace well-being. In addition, the coefficient of determination (R-square) value of 0.237 indicates that work engagement contributes 23.7% to eudaimonic workplace well-being, while the remaining percentage is influenced by other variables outside this study. Therefore, the alternative hypothesis (H1) in this study is accepted.

DISCUSSION

The results of this study indicate that work engagement and eudaimonic workplace well-being among nurses at RSUD Pasaman Barat are generally in the high to very high categories. This finding shows that most nurses are able to perform their duties with

energy, dedication, and deep involvement in their work. In addition, nurses also experience psychological well-being in the workplace, reflected in meaningful work, personal growth, positive social relationships, and contribution to the work environment. These findings answer the objective of the study, which was to examine the relationship between work engagement and eudaimonic workplace well-being among nurses. The high level of work engagement suggests that nurses at RSUD Pasaman Barat tend to have strong psychological attachment to their profession, particularly because nursing is closely related to humanitarian values, care, and service to patients.

The high level of work engagement among nurses can be interpreted through the characteristics of the nursing profession itself. Nurses are not only responsible for technical medical assistance but also provide emotional support, empathy, and continuous care for patients. This condition may encourage nurses to feel that their work is meaningful and valuable. The dimensions of work engagement, namely vigor, dedication, and absorption, can be seen in nurses who remain energetic, enthusiastic, and focused despite facing demanding workloads. This finding is in line with the concept proposed by (Balducci et al., 2010), which states that work engagement is a positive work-related psychological state characterized by vigor, dedication, and absorption. Therefore, nurses who have high engagement are more likely to show persistence, enthusiasm, and commitment in carrying out their professional responsibilities.

The results also show that eudaimonic workplace well-being among nurses is in the high to very high category. This means that nurses do not only experience well-being in the form of comfort or job satisfaction, but also deeper psychological well-being related to meaning, self-development, and positive relationships at work. The intrapersonal aspect is reflected in nurses' ability to perceive their work as meaningful and as a space for personal growth. Meanwhile, the interpersonal aspect is reflected in positive relationships, social support, and cooperation among colleagues. This finding supports the view of (Bartels et al., 2019), who explain that eudaimonic workplace well-being is formed through meaningful work experiences, personal growth, and quality social relationships in the workplace. In the hospital context, positive interpersonal relationships are very important because health services require teamwork, coordination, and emotional support among health workers.

The correlation test showed a positive and significant relationship between work engagement and eudaimonic workplace well-being, with a correlation coefficient of 0.487.

This means that the higher the nurses' work engagement, the higher their eudaimonic workplace well-being. The positive direction of the relationship indicates that nurses who are more energetic, dedicated, and absorbed in their work tend to experience stronger meaning, growth, and positive relationships in the workplace. This result confirms that work engagement is not only related to performance or productivity but also to the psychological quality of nurses' work lives. In other words, engagement becomes an important psychological resource that helps nurses experience their work as meaningful and fulfilling.

This finding is consistent with previous studies showing that work engagement is closely related to workplace well-being. Rahmi & Mubarak (2022) found that workers who are able to interpret their work positively tend to experience better eudaimonic well-being in the workplace. Rajagukguk & Sugiono (2020) also showed that high work engagement is related to more positive psychological conditions among employees. Similarly, Karaca-Atik et al. (2023) reported that work engagement has a positive relationship with eudaimonic workplace well-being among health workers. The consistency between this study and previous research strengthens the assumption that work engagement is an important factor in supporting psychological well-being in organizational and health-care settings.

Theoretically, the relationship between work engagement and eudaimonic workplace well-being can be explained through Self-Determination Theory proposed by Ryan and Deci (2001). This theory emphasizes that individuals will experience optimal psychological functioning when their basic psychological needs, namely autonomy, competence, and relatedness, are fulfilled. Nurses who are engaged in their work tend to feel competent in carrying out their duties, emotionally connected to patients and colleagues, and able to find meaning in their professional roles. These experiences contribute to eudaimonic well-being because nurses do not merely work to complete tasks, but also perceive their work as a meaningful contribution to others.

The regression analysis showed that work engagement contributed 23.7% to eudaimonic workplace well-being. This indicates that work engagement is a significant predictor of eudaimonic workplace well-being, although it is not the only factor that influences nurses' well-being. The remaining percentage may be influenced by other variables outside this study, such as organizational support, leadership style, workload, work-life balance, resilience, job resources, and personal meaning. This result is in line with

the Job Demands-Resources model proposed by Bakker and Demerouti (2008), which states that employee well-being is influenced by the interaction between job demands, job resources, and personal resources. Therefore, although work engagement plays an important role, hospital management also needs to pay attention to organizational factors that can strengthen nurses' well-being.

The findings of this study have theoretical and practical implications. Theoretically, this study contributes to the development of organizational psychology and nursing management literature by showing that work engagement is significantly associated with eudaimonic workplace well-being among nurses in a regional public hospital context. Practically, the findings suggest that hospital management should create a work environment that supports nurses' engagement and well-being. Efforts can be made by strengthening social support among nurses, improving communication between leaders and staff, providing opportunities for professional development, recognizing nurses' contributions, and maintaining a healthy workload. These efforts are important because nurses who feel engaged and psychologically well are more likely to provide better, more caring, and more consistent health services.

This study also has several limitations. First, the study used a correlational design, so the results cannot be interpreted as a causal relationship between work engagement and eudaimonic workplace well-being. Second, the data were collected using self-report questionnaires, which may be influenced by social desirability bias or respondents' subjective perceptions. Third, this study was conducted only at RSUD Pasaman Barat, so the findings may not be fully generalizable to nurses in other hospitals with different organizational cultures, workloads, and management systems. Fourth, this study only examined work engagement as the main predictor, while other potential factors such as leadership, organizational support, job stress, resilience, and work-life balance were not included. Therefore, future studies are recommended to use a broader research design, involve nurses from several hospitals, and include additional variables to obtain a more comprehensive understanding of nurses' eudaimonic workplace well-being.

CONCLUSION

Based on the results of this study, work engagement among nurses at RSUD Pasaman Barat was found to be in the high to very high category. This indicates that most

nurses have strong energy, dedication, enthusiasm, and deep involvement in carrying out their professional responsibilities. Eudaimonic workplace well-being was also found to be in the high to very high category, both in intrapersonal and interpersonal aspects. This means that nurses not only perceive their work as meaningful and supportive of personal growth, but also experience positive social relationships and support within the workplace.

The findings also show a positive and significant relationship between work engagement and eudaimonic workplace well-being among nurses at RSUD Pasaman Barat. This result indicates that the higher the nurses' work engagement, the higher their eudaimonic workplace well-being. Therefore, work engagement plays an important role in strengthening nurses' meaningful psychological well-being at work. Hospital management is encouraged to maintain and improve nurses' engagement by creating a supportive work environment, strengthening teamwork, recognizing nurses' contributions, and providing opportunities for professional growth.

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