

Capturing Character Strength through Resilience and Flourishing: Study of Traditional Martial Arts Practitioners in Indonesia

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ABSTRACT

The urgency to find candidates who have strong characters is increasingly emerging along with the emergence of new types of work and the demographics of the workforce that are dominated by generations X and Y. Traditional martial arts as an activity oriented towards developing individual positive characters can be one of the studies in understanding individual potential. This study aims to examine the effect of resilience on the flourishing of traditional martial arts practitioners in Indonesia. The practical implication of this research is to contribute in expanding the study of recruitment based on individual potential. This research also contributes theoretically in explaining the concept of positive psychology which is reviewed in the lens of indigenous wisdom.

Keywords: Flourishing, Traditional Martial Art, Resilience

1. Introduction

The employee selection and recruitment strategy aim to find the best candidates who are able to mobilize all their potential in completing the work. There are various recruitment methods, ranging from experience-based, skill-based, and are currently starting to explore techniques to understand the potential of candidates. The last technique, which is predicting the potential of candidates, is relatively rarely used considering the variety of factors that affect individual potential. Another challenge relates to the probability that this potential is used by individuals in carrying out work.

However, research in the field of employee development is currently providing significant breakthroughs, especially with regard to the strength of individual character which begins with the development of positive character during his lifetime. An activity that is full of individual positive character development is martial arts. Hackney (2013) states that martial arts is an articulation of the concept of eudaimonic. This argument supports the concept of eudaimonic flourishing which was first developed by McIntyre (1984). Individual participation in self-development-oriented activities is formulated by Peterson and Seligman (2004) as character strength and virtue.

Hackney (2013) also explains that impactful martial arts are traditional martial arts that are oriented towards memorizing movements with minimal sparring exercises. The characteristic of this traditional martial art is that it reduces individual aggressiveness. This opinion is in line with Fuller

(1988) that self-defense is an alternative therapy for individuals in developing psychosocial aspects. The urgency of finding candidates with character strengths is increasingly visible along with the emergence of new types of work and the demographics of the workforce that are dominated by generations X and Y. Traditional martial arts as an activity oriented towards developing individual positive characters can be one of the studies in understanding individual potential. This study aims to examine the effect of resilience on the flourishing of traditional martial arts practitioners in Indonesia.

2. Literature Review

Resilience refers to an individual's ability to recover from a change to adapt or adjust to new situations. Guillen and Fontrodona (2018) in their study of mindfulness in organizations stated that resilience is the impact of the moral value of courage that comes along with honesty and integrity. Ryff (2014) stated that resilience plays a role in building eudaimonic wellbeing. Bauer and Park (2010) specifically explain that eudaimonic resilience is an individual's response ability after facing a difficult situation that involves a process of interpreting the situation that has just occurred. Huta (2015) explained that resilience ability is oriented towards eudamonia. Studies on resilience in the context of martial arts, among others, were developed by Coholic, Scwhabe and Lander (2020) who concluded that mindfulness is one of the main factors in building resilience.

Flourishing in the work context is reviewed by Ribera and Ceja (2018) by referring to the concept of flow developed by Csikzentmihalyi (1990) as a feature of deep individual activities. These two researchers explained that flourishing had an impact on the quality of individual work and as a solution for organizations to provide a collaborative work environment. Flourishing in organizational studies is also studied by Engelland (2018) by explaining the three sides of Aristotle's version of goodness, namely goodness in pleasure, use and usefulness. Specifically, the flourishing discussed by Engelland (2018) is oriented towards eudamonia as an individual strength to build trustworthiness. In the context of martial arts, flourishing can be referred to the concept of Bandura (1973), especially social learning theory. Martial art is able to facilitate the development of several characters such as the ability to tolerate unfavorable situations (Finkenber, 1990; Focht, Bouchart and Murphey; 2000). Based on the Neo Aristotelian Theory developed by MacIntyre (1984), Hackney concluded that martial art is an eudaimonic practice that became the path for flourishing development.

Research on the relationship between resilience and flourishing has been developed in various contexts. Yildirim and Belen (2019) stated that resilience is a mediating variable between externality of happiness and subjective well-being and flourishing. De la Fuente, Urien, Luis, Gonzalez-Torres Artuch and Balaguar (2022) explain that resilience is a mediating variable between character strength and flourishing. Shellman and Hill (2017) mentions that resilience is an antecedent for flourishing.

3. Research Methodology

This study uses a quantitative approach to examine the effect of resilience on flourishing. Primary data was obtained through the distribution of questionnaires to respondents with special criteria, namely traditional martial arts practitioners and regular practice. The sampling technique used was random sampling in the traditional martial arts practitioners' association in Indonesia. Data analysis using regression method.

4. Results

The research questionnaire is divided into two parts, namely the description of the respondent and the respondent's answer to the question item from the two variables tested, namely resilience and flourishing. The martial arts practitioners in this study have qualifications as trainers. The data collected from 40 respondents was then analyzed based on the type of traditional martial arts, age, and information on whether the martial arts mastered became a profession. The majority of respondents are local martial arts practitioners (55%), aged between 21-40 years (67.5%) and do not work as martial arts trainers (70%).

Based on the validity test, there is 1 item that has a significant value above 0.05 so that a boxplot test is carried out to see the outlier value. There is 1 outlier value so it is not included in further analysis. Thus, the data that deserve further analysis is 39. Based on the results of the analysis, it can be concluded that each item and construct in this study is valid and reliable. Classical assumption test is done by normality test, multicollinearity test and heteroscedasticity test. The Asymp Sig value is greater than 0.05 so it can be concluded that the data is normally distributed. Based on the VIF value of 1,000, it means that it is less than 10 and the tolerance is above 0.10, so it can be concluded that there is no multicollinearity. The Durbin Watson value of 2.195 is greater than the upper limit (dU) which is 1.4347 and less than 4-dU so that it can be concluded that there is no autocorrelation. Based on the scatterplot test, it can be seen that the data spreads randomly, above and below zero so that it can be concluded that there is no heteroscedasticity in the regression model. Hypothesis testing is done by regression analysis. The F value is 53,653 with a significance of 0.000 so it can be concluded that the regression model can be used to predict FLO. The RES variable has a significant impact on the FLO variable because its value is far above 0.05.

5. Discussion

This study supports the hypothesis which states that resilience has an effect on flourishing. These two positive psychological variables are aimed at understanding martial arts practitioners to build behavior based on moral values that become in practice and training. The majority of martial arts practitioners who were respondents in this study did not work as trainers, but were involved in professions in various fields of work. The type of martial arts mastered is a traditional martial art that has minimal sparring and seeks to reduce aggressiveness. Martial art is a therapy for individuals in developing psychosocial abilities. The majority of respondents in this study were in the age range of 21-40 and the second order was above the age of 40 years. This shows that most of the respondents are in the categories of generation X and Y and are included in the workforce that dominates the current workplace. Martial art is an activity that has the potential to develop individual potential, especially training accompanied by the formation of character strength virtue for practitioners.

6. Conclusion

This research departs from the attention of the organization's efforts to optimize the recruitment process through efforts to find candidates with unique character strengths and moral values. One of the supporting strategies that can be taken by organizations to find candidates can be done by selecting the experience-based potential aspects in shaping character strength and virtue. This

research is still very early and requires exploration of practitioners of martial arts or similar training in various types of organizations and types of work to strengthen the significance of the importance of the recruitment process by considering the experience of candidates in training based on character development and moral values.

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