



Beyond Service: How Altruism and Gratitude Fuel Volunteers' Flourishing?

Lailatul Badi'ah^{1*}, Dearly², Agus Mulyana³

^{1*)} lailatullbadiah@gmail.com, Universitas Mercu Buana, Indonesia

²⁾ dearly@mercubuana.ac.id, Universitas Mercu Buana, Indonesia

³⁾ agus.mulyana@uinsgd.ac.id, UIN Sunan Gunung Djati Bandung, Indonesia

^{*)} *corresponding author*

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Abstract:

Indonesia possesses the world's largest volunteer population, yet the act of volunteering often requires significant sacrifices of personal resources that can impact individual well-being. This study investigates the influence of altruism and gratitude as predictors of flourishing among volunteers in the Special Capital Region of Jakarta. Using a quantitative approach and a predictive correlational design, data were gathered from 228 respondents through accidental sampling. Flourishing was measured using The Flourishing Scale, while altruism and gratitude were assessed using the Generative Altruism Scale and the Gratitude Questionnaire-6, respectively. Multiple linear regression analysis demonstrated that both altruism and gratitude significantly and positively influence flourishing. Individually, altruism accounts for 23.4% of the variance in flourishing, while gratitude explains a substantial 65.7%. When combined, these variables account for 66.6% of the total variance. These findings suggest that fostering altruism and gratitude is essential for sustaining the psychological thriving of individuals within the volunteer sector.

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Introduction

Volunteerism has become an increasingly important component of contemporary social life (Akhtar et al., 2020). Indonesia is widely recognized as having the largest volunteer population in the world, accounting for approximately 53% of the global volunteer population and surpassing other countries with similarly large populations (Clifton, 2018). Volunteers are individuals who willingly engage in nonprofit activities with the objective of enhancing the well-being of others (Cnaan & Cascio, 2003). Despite the substantial number of individuals involved in volunteer work, volunteering presents considerable challenges. Volunteers frequently sacrifice personal resources, including financial assets, energy, cognitive effort, and time, driven by a sense of social responsibility and moral commitment, without expecting tangible rewards such as financial compensation, power, social status, career advancement, or other personal benefits (Tobing, Nugroho, & Tehuteru, 2008).

Given the altruistic nature of volunteer work, the well-being of volunteers has become an important area of scholarly inquiry. Consequently, numerous studies have sought to identify factors that sustain volunteer engagement and motivation. Existing research suggests that participation in volunteer activities contributes positively to volunteers' psychological well-being (Furtak & Antoni B., 2021). According to Boezeman and Ellemers (2009) and Jiménez and Fuertes (2005), volunteer work serves as a significant source of emotional well-being. Although volunteer activities do not provide financial rewards, volunteers' well-being, satisfaction, and positive emotional experiences—such as hope, gratitude, and happiness—play a crucial role in maintaining their commitment to volunteer service. These findings indicate a close relationship between volunteering and individual well-being.

One conceptual framework for understanding well-being is flourishing. Flourishing refers to a state of optimal human functioning characterized by positive psychological, emotional, and social development (Diener et al., 2010). Fowers and Owenz (2010) argue that flourishing is achieved through engagement in virtuous and meaningful actions, as the integration of moral goodness contributes to human prosperity. Volunteer activities may therefore foster flourishing because they involve

various forms of prosocial behavior, particularly altruism. Altruism refers to voluntary actions undertaken for the benefit of others and is considered a central characteristic of volunteerism, as volunteers actively embrace and enact kindness in their daily lives (Myers & Carpenter, 2007). Furthermore, Myers (2010) defines altruism as behavior intended to enhance the welfare of others without the expectation of personal gain. Although altruistic behavior is primarily directed toward helping others, it also generates psychological benefits for those who engage in it. Through helping others, volunteers may develop a greater sense of meaning and purpose, perceive themselves as valuable contributors to society, and experience happiness and satisfaction from witnessing the positive outcomes of their efforts. Consequently, altruism is expected to be positively associated with well-being. This proposition is supported by Anggraini and Hartini (2022), who reported a significant positive relationship between altruism and psychological well-being among volunteers.

In addition to altruism, flourishing has frequently been associated with gratitude. According to Emmons and McCullough (as cited in Sulistyarini, 2010), gratitude initially emerges as an emotional response but gradually develops into an enduring attitude, moral virtue, habit, and personality characteristic that influences how individuals perceive and respond to life experiences. Gratitude contributes to psychological well-being by promoting positive cognitive and behavioral patterns (Wood et al., 2009). Consistent with the findings of Diener et al. (2010), individuals who experience and express higher levels of gratitude tend to report greater happiness and life satisfaction. Similarly, Asti Aisyah and Rohmatun (2018) found a significant positive relationship between gratitude and psychological well-being among honorary teachers. These findings suggest that gratitude may serve as an important psychological resource that supports flourishing.

The present study extends the work of Anggraini and Hartini (2022), who recommended the use of broader and more representative samples in future research. Specifically, this study examines volunteer well-being through the more comprehensive construct of flourishing (Diener et al., 2010), thereby providing a deeper understanding of positive psychological functioning among volunteers. Furthermore, the study

incorporates gratitude as an additional variable that has been theoretically and empirically linked to flourishing (Emmons & McCullough, 2004). Based on relevant empirical evidence, observed social phenomena, and previous research findings, this study aims to investigate the influence of altruism and gratitude on flourishing among volunteers in the Special Capital Region of Jakarta.

This study employed a quantitative approach using a descriptive, predictive-correlational research design. The primary objective was to examine the relationships among variables and to investigate the predictive effects of altruism and gratitude on flourishing among volunteers. Primary data were collected directly from respondents through self-report questionnaires.

Participants were recruited using a non-probability sampling technique, specifically accidental sampling. The final sample consisted of 228 volunteers residing in the Special Capital Region of Jakarta. Eligible participants were individuals who were actively involved in volunteer organizations or had previous experience participating in volunteer activities. Both male and female volunteers were included in the study.

The study examined two independent variables—altruism and gratitude—and one dependent variable, flourishing. Data analyses were conducted using IBM SPSS Statistics Version 27.

Flourishing, the dependent variable, was measured using the *Flourishing Scale* (FS) developed by Diener et al. (2010). The scale assesses overall psychological well-being from both hedonic and eudaimonic perspectives, reflecting the extent to which individuals function effectively and realize their potential in life. The instrument encompasses five key domains: purpose and meaning in life, positive relationships, engagement, competence, and optimism. The Indonesian version of this instrument was adapted from the official website of the scale developer (www.eddiener.com).

The FS consists of eight items rated on a seven-point Likert scale ranging from 1 (*strongly disagree*) to 7 (*strongly agree*). The instrument demonstrated good internal consistency in the present study, with a Cronbach's alpha coefficient of $\alpha = .843$. Total

scores were categorized into three levels of flourishing: low (≤ 24), moderate (25–40), and high (41–56).

Altruism was assessed using the *Generative Altruism Scale* (GALS) developed by Büssing et al. (2013). We adapted the scale into Indonesian version. The GALS measures altruistic tendencies reflected in direct helping behaviors toward individuals in need, as well as the intention and willingness to provide assistance. The instrument is unidimensional and consists of seven empirically validated items.

Responses are recorded on a four-point Likert scale ranging from 0 (*never*) to 3 (*very often*). The scale demonstrated excellent internal consistency, with a Cronbach's alpha coefficient of $\alpha = .94$. Based on the scoring guidelines, altruism scores were classified into three categories: low (≤ 7.5), moderate (8–14.5), and high (15–21).

Gratitude was measured using the Indonesian adaptation of the *Gratitude Questionnaire-6* (GQ-6), originally developed by McCullough et al. (2002) and subsequently adapted and expanded by Grimaldy and Haryanto (2020). The adapted version comprises 11 items designed to assess two primary dimensions of gratitude: (a) appreciation for ongoing life experiences and (b) appreciation for others across various life domains.

The instrument evaluates individuals' dispositional tendency to experience, appreciate, and express gratitude in everyday life. Responses are provided on a seven-point Likert scale ranging from 1 (*strongly disagree*) to 7 (*strongly agree*). The scale demonstrated excellent reliability, with a Cronbach's alpha coefficient of $\alpha = .918$. Total scores were categorized into three levels of gratitude: low (≤ 33), moderate (34–55), and high (56–77). The adaptation developed by Grimaldy and Haryanto (2020) provides a culturally relevant and psychometrically sound measure while preserving the theoretical foundation of gratitude proposed by McCullough et al. (2002).

This study proposed three hypotheses: (1) altruism significantly predicts flourishing; (2) gratitude significantly predicts flourishing; and (3) altruism and gratitude jointly predict flourishing.

To test these hypotheses, multiple linear regression analysis was conducted. The analysis examined the individual effects of altruism and gratitude on flourishing, as well

as their combined contribution to the prediction of flourishing. Statistical significance was determined using an alpha level of .05. A p-value below .05 indicated a statistically significant effect. Specifically, the first model evaluated the effect of altruism on flourishing, the second model examined the effect of gratitude on flourishing, and the third model assessed the simultaneous effects of altruism and gratitude on flourishing.

Results

Descriptive analyses were conducted prior to hypothesis testing to summarize the characteristics of the study participants. The demographic profile of the respondents is presented in the following section.

Table 1
Demographic Characteristics of Study Participants (N=228)

Demographic Variable	N	%
Gender		
Male	97	42.5
Female	131	57.5
Age		
Late Adolescence	97	42.5
Early Adulthood	131	57.5
Educational Level		
Senior High School	75	32.9
Bachelor's Degree (S1)	135	59.2
Others	18	7.9
Volunteer Organization Experience		
Never	27	11.8
Yes, Previously but No Longer Active	115	50.4
Yes, Currently Active	86	37.7

A total of 228 participants were included in the study. The majority of respondents were female (57.5%), while males accounted for 42.5% of the sample.

Participants ranged in age from 18 to 33 years. Based on Hurlock’s (2011) developmental classification, respondents were categorized into two age groups: late adolescence (18–21 years) and early adulthood (22–40 years). Most participants were classified as early adults (57.5%), whereas 42.5% belonged to the late adolescence category.

With regard to educational attainment, the majority of participants were undergraduate students (59.2%), followed by individuals whose highest level of education was senior high school (32.9%). The remaining participants possessed other educational qualifications (7.9%). In terms of volunteer experience, 50.4% of respondents reported previous involvement in volunteer organizations but were no longer actively engaged, 37.7% were currently active in volunteer organizations, and 11.8% (n = 27) reported no prior participation in any volunteer organization.

Prior to hypothesis testing, all study variables were examined for compliance with the assumptions underlying multiple linear regression analysis. The results indicated that the data satisfied the required classical assumptions, thereby supporting the use of multiple linear regression for hypothesis testing.

The regression analysis generated estimates of the coefficient of determination (R^2) and statistical significance values for each hypothesized relationship. The coefficient of determination was used to evaluate the proportion of variance in flourishing explained by the independent variables, whereas significance testing was employed to determine whether altruism and gratitude exerted statistically significant effects on flourishing. The results of these analyses are presented in the following section.

Table 2.

Coefficient of Determination (R^2) Test Altruism and Flourishing

Model	R	R Square	Adjusted R Square	Std.Error of The Estimate
1	.493	.234	.239	5.348

The results presented in Table X indicate a correlation coefficient of $r = .493$ and a coefficient of determination of $R^2 = .234$. These findings suggest that altruism is positively associated with flourishing and explains 23.4% of the variance in flourishing.

The remaining 76.6% of the variance may be attributed to other factors not included in the present model.

Table 3.

t-Test Results for the Effect of Altruism on Flourishing

Model	<i>Unstandardized</i>		<i>standardized</i>	t	Sig
	<i>Coefficients</i>		<i>Coefficients</i>		
	B	Std. Error	Beta		
1 (Constant)	32.512	1.734		18.753	<.001
Altruisme	.895	.105	.493	8.514	<.001

Table 3 shows that the calculated *t*-value was 8.514, which exceeded the critical *t*-value of 1.917. Furthermore, the significance level was $p < .001$, indicating that altruism had a statistically significant effect on flourishing. Therefore, Hypothesis 1, which proposed that altruism significantly predicts flourishing, was supported.

The results further indicate that altruism accounted for 23.4% of the variance in flourishing among volunteers in the Special Capital Region of Jakarta. The positive direction of the relationship suggests that higher levels of altruism are associated with higher levels of flourishing. These findings are consistent with previous research demonstrating a positive association between altruism and psychological well-being. For example, Anggraini and Hartini (2022) reported a significant positive relationship between altruism and psychological well-being among volunteers. Similarly, Makarim et al. (2018) found that altruistic behavior was positively correlated with psychological well-being. Among university students, Ali et al. (2018) also demonstrated that engaging in altruistic behaviors, such as helping individuals in need, contributes to greater emotional well-being and overall life satisfaction.

The findings of the present study suggest that although volunteers engage in altruistic behavior primarily to benefit others, they also derive substantial psychological benefits from their actions. Individuals who frequently engage in helping behaviors may experience a greater sense of purpose, personal value, and connectedness with others, all of which contribute to flourishing. From the perspective of positive psychology, altruism represents the enactment of moral virtues and prosocial values that facilitate

optimal human functioning. This interpretation is consistent with Kristjánsson’s (2010) view that flourishing is achieved through the cultivation and practice of moral virtues, such as generosity, justice, and self-control. Individuals who consistently engage in virtuous actions are more likely to develop holistically and attain higher levels of psychological well-being.

Consequently, the present findings support the proposition that altruism is an important predictor of flourishing among volunteers. By contributing to the welfare of others, volunteers not only promote social good but also enhance their own psychological functioning and overall well-being.

Table 4.

Coefficient of Determination (R^2) Test Gratitude and Flourishing

Model	R	R Square	Adjusted R Square	Std.Error of The Estimate
1	.810	.657	.655	3.602

The results presented in Table X indicate a correlation coefficient of $r = .810$ and a coefficient of determination of $R^2 = .657$. These findings suggest that gratitude is strongly and positively associated with flourishing and explains 65.7% of the variance in flourishing among the participants.

Table 5.

t-Test Results for the Effect of Gratitude on Flourishing

Model	Unstandadized Coefficients		standadized Coefficients	t	Sig
	B	Std. Error	Beta		
1 (Constant)	7.334	1.921		3.817	<.001
Gratitude	.607	.209	.810	20.785	<.001

Table 5 shows that the calculated t -value was 20.785, which exceeded the critical t -value of 1.917. Furthermore, the significance level was $p < .001$, indicating that gratitude

had a statistically significant effect on flourishing. Therefore, Hypothesis 2, which proposed that gratitude significantly predicts flourishing, was supported.

The findings further revealed that gratitude accounted for 65.7% of the variance in flourishing among volunteers in the Special Capital Region of Jakarta. The positive direction of this relationship indicates that higher levels of gratitude are associated with higher levels of flourishing, whereas lower levels of gratitude are associated with lower levels of flourishing. These results suggest that gratitude is a substantial predictor of flourishing and contributes significantly to volunteers' flourishing.

Overall, the findings of this study provide empirical support for the proposition that gratitude is a significant positive predictor of flourishing among volunteers. Moreover, the magnitude of the relationship suggests that gratitude may be one of the most influential psychological factors contributing to flourishing within this population.

Table 6.

Coefficient of Determination (R^2) Test Altruism, Gratitude and Flourishing

Model	R	R Square	Adjusted R Square	Std.Error of The Estimate
1	.816	.666	.663	3.559

Table 6 presents a correlation coefficient of $R = .816$ and a coefficient of determination of $R^2 = .666$. These results indicate that altruism and gratitude jointly accounted for 66.6% of the variance in flourishing among volunteers. In other words, approximately two-thirds of the variability in flourishing scores can be explained by the combined contribution of altruism and gratitude.

Compared with the individual models, the combined model demonstrated greater explanatory power, suggesting that altruism and gratitude together provide a more comprehensive explanation of flourishing than either variable alone. Nevertheless, 33.4% of the variance in flourishing remained unexplained by the model and may be attributable to other factors not examined in the present study.

Table 7.

F-Test Results for the Combined Effect of Altruism and Gratitude on Flourishing

Model		<i>Sum of Square</i>	<i>df</i>	<i>Mean Square</i>	F	Sig
1	<i>Regression</i>	5686.654	2	2843.327	224.474	<.001
	<i>Residual</i>	2849.991	225	12.667		
	Total	8536.645	227			

Based on Table 7, the calculated *F*-value was 224.474, which exceeded the critical *F*-value of 3.04. Furthermore, the significance level was $p < .001$, indicating that the regression model was statistically significant. These findings suggest that altruism and gratitude jointly predict flourishing among volunteers. Therefore, Hypothesis 3, which proposed that altruism and gratitude collectively have a significant effect on flourishing, was supported.

Together, altruism and gratitude accounted for a substantial proportion of the variance in flourishing, indicating that these variables play an important role in explaining volunteers' psychological well-being. The results suggest that volunteers who exhibit higher levels of altruism and gratitude are more likely to report higher levels of flourishing.

To further examine the relationships among the study variables, a correlation matrix analysis was conducted. This analysis was intended to provide a more detailed understanding of the strength and direction of the associations between the dimensions of altruism, gratitude, and flourishing. The results of the correlation matrix are presented in the following section.

Table 8.

Correlation Matrix Among Dimensions of Altruism, Gratitude, and Flourishing

Variabel	Dimensi	<i>Flourishing</i>				
		<i>purpose and meaning in life</i>	<i>positive relationships</i>	<i>engagement</i>	<i>competence</i>	<i>optimism</i>
Altruisme	Altruisme appreciation towards the constant	.359**	.388**	.384**	.310**	.447**
	experience of life appreciation towards individuals in various parts of life	.631**	.589**	.594**	.517**	.607**
Gratitude	experience of life appreciation towards individuals in various parts of life	.637**	.590**	.624**	.535**	.678**

The correlation matrix analysis revealed that altruism was most strongly correlated with the optimism dimension of flourishing. This finding indicates that, among the dimensions of flourishing, optimism exhibited the strongest relationship with altruistic tendencies.

Discussion

The results of the multiple regression analysis supported all three hypotheses proposed in this study. Specifically, altruism and gratitude each emerged as significant positive predictors of flourishing, and their combined effect accounted for a substantial proportion of the variance in flourishing among volunteers. These findings indicate that both altruism and gratitude play important roles in promoting volunteers' psychological well-being and optimal functioning.

The present findings are consistent with previous research. Shawan (2023) reported that individuals who engage in altruistic behavior tend to experience higher levels of well-being, including greater life satisfaction, lower levels of depressive symptoms, and increased job satisfaction. Similarly, gratitude has been identified as an

important psychological resource that enables individuals to recognize and appreciate the positive aspects of their lives, fostering positive emotions and a greater sense of fulfillment. Individuals with higher levels of gratitude are more likely to experience greater life satisfaction and psychological well-being (Gaol & Darmawanti, 2022).

Taken together, these findings underscore the importance of altruism and gratitude as key psychological resources that contribute to flourishing among volunteers. By encouraging prosocial behavior and fostering appreciation for positive life experiences, these characteristics may enhance individuals' ability to derive meaning, satisfaction, and psychological growth from their volunteer activities.

To the authors' knowledge, few studies have simultaneously examined the contributions of altruism and gratitude to flourishing among volunteers. Consequently, the present study extends the existing literature by investigating the individual and combined effects of these variables within a single predictive model. While previous research has consistently demonstrated positive associations between altruism, gratitude, and various indicators of well-being, most studies have focused on these constructs independently rather than examining their joint influence on flourishing.

For example, Aisyah and Chisol (2018) reported a significant positive relationship between gratitude and psychological well-being among honorary elementary school teachers. Similarly, Shawan (2023) found that altruistic behavior enhances well-being not only among recipients of prosocial acts but also among those who engage in and observe such behaviors. More broadly, altruism has been linked to higher levels of subjective, psychological, and social well-being, while gratitude has consistently emerged as a significant predictor of positive psychological functioning and life satisfaction.

From a theoretical perspective, both altruism and gratitude may be understood as expressions of moral virtues that contribute to human flourishing. According to Fowers and Owenz (2010), engagement in virtuous and prosocial behaviors promotes well-being by fostering meaningful interpersonal relationships, personal growth, and a sense of purpose in life. Altruistic behavior reflects a commitment to the welfare of others, whereas gratitude encourages individuals to recognize and appreciate the

positive aspects of their lives and social relationships. Together, these qualities may enhance individuals' capacity to experience meaning, optimism, and psychological well-being.

Therefore, the findings of the present study provide empirical support for the proposition that altruism and gratitude, both independently and collectively, serve as significant predictors of flourishing. The results further suggest that cultivating these positive psychological characteristics may be beneficial for promoting optimal functioning and well-being among volunteers.

According to Carver (as cited in Diener et al., 2010), optimism plays a crucial role in adaptive functioning and overall well-being. Individuals who exhibit high levels of flourishing tend to experience greater happiness and optimism, lower levels of anxiety, and enhanced adaptability when facing life challenges (Fadhillah & Mastutah, 2023). The strong association observed between altruism and optimism in the present study may be explained by the inherently positive and future-oriented nature of altruistic behavior. Rizkianto (2024) suggests that altruism is rooted in the belief that acts of kindness can be performed for the benefit of others without the expectation of external rewards. Such intrinsically motivated behavior may foster positive expectations about oneself, others, and the future, thereby strengthening optimism and contributing to higher levels of flourishing.

In contrast, the weakest correlation was found between altruism and the competence dimension of flourishing. Competence refers to an individual's perceived ability to effectively manage responsibilities and perform tasks successfully (Jonathan & Magundjaya, 2023). Although altruistic behavior may enhance emotional well-being and interpersonal functioning, its direct contribution to perceptions of personal competence appears to be relatively limited. This finding suggests that the benefits of altruism may be more strongly reflected in affective and relational aspects of flourishing than in individuals' evaluations of their own abilities and effectiveness.

Although altruism contributes positively to the emotional and interpersonal dimensions of well-being, its influence on task-related self-efficacy and perceived competence may be comparatively limited. One possible explanation is that volunteers

possess diverse skills and competencies, not all of which can be utilized within the context of volunteer activities. Consequently, opportunities to demonstrate or develop specific competencies may vary across volunteer settings.

Nevertheless, engaging in altruistic behavior can still facilitate personal growth and skill development. Emmons and McCullough (2003) suggest that helping others provides individuals with valuable practical experiences that can enhance their social and interpersonal competencies. Through volunteer activities, individuals may strengthen their communication skills, expand their social networks, and improve their ability to collaborate effectively with others. Therefore, even when certain personal competencies are not directly applied, volunteering can provide opportunities to refine existing skills and acquire new ones. Such developmental experiences may generate intrinsic rewards that contribute to greater flourishing.

The results of the correlation matrix analysis between the dimensions of gratitude and flourishing revealed that the strongest association was found between *appreciation toward the constant experience of life* and the *purpose and meaning in life* dimension of flourishing. Steger et al. (as cited in Diener et al., 2010) emphasized that a sense of purpose and meaning is fundamental to optimal human functioning. Individuals who possess a clear sense of purpose are better able to pursue meaningful goals and interpret their life experiences in a constructive manner.

The dimension *appreciation toward the constant experience of life* refers to a sustained tendency to acknowledge and appreciate everyday experiences. This form of gratitude involves recognizing value and meaning in both positive and negative life events. Rather than being limited to occasional expressions of thankfulness, it reflects a continuous appreciation of life's experiences and circumstances. According to Grimaldy and Haryanto (2020), the ability to experience gratitude consistently in daily life promotes a more positive outlook, enhances enjoyment of positive events, and reduces the psychological burden associated with negative experiences. As a result, individuals who habitually appreciate their everyday experiences may be more likely to perceive their lives as meaningful and purposeful, thereby fostering higher levels of flourishing.

The correlation matrix analysis revealed that the dimension *appreciation toward the constant experience of life* exhibited the weakest association with the competence dimension of flourishing. Competence refers to an individual's perceived ability to effectively manage tasks, achieve goals, and function successfully in daily life. Although gratitude has been associated with numerous positive outcomes, including enhanced well-being, interpersonal functioning, motivation, and resilience, its contribution to perceived competence may be limited when gratitude is not practiced consistently.

Within the conceptualization of gratitude as a sustained appreciation of life experiences, regular and intentional expression is essential. Individuals who do not consistently cultivate gratitude in their daily lives—whether in social interactions, personal achievements, or responses to life challenges—may have difficulty developing a stable disposition of gratitude. According to Schimmel (as cited in Grimaldy & Haryanto, 2020), such inconsistency may hinder individuals' ability to express gratitude meaningfully in both interpersonal and spiritual contexts, including gratitude toward God. Consequently, individuals who lack a habitual appreciation of their life experiences may be less likely to recognize their personal growth and accomplishments, thereby weakening their sense of competence.

The results of the correlation matrix analysis further showed that the dimension *appreciation toward individuals in various parts of life* demonstrated the strongest association with the optimism dimension of flourishing. This dimension reflects a broad sense of gratitude directed toward multiple sources, including other people, the natural environment, and a higher power (Grimaldy & Haryanto, 2020). Such gratitude encourages individuals to focus on positive aspects of life and to maintain hopeful expectations about future outcomes.

Optimism is characterized by positive expectations in the face of adversity, such as believing in recovery during illness, success following failure, and relief after hardship (Salim, 2015). Individuals who regularly express gratitude toward various aspects of life may be more likely to develop this optimistic outlook because gratitude promotes positive cognitive appraisals and helps individuals recognize sources of support beyond themselves. Furthermore, gratitude may encourage individuals to view

life events as meaningful and manageable, thereby strengthening their confidence in positive future outcomes.

In contrast, the weakest association for this dimension was again observed with the competence dimension of flourishing, mirroring the pattern identified in the previous analysis. This finding suggests that while gratitude may strongly enhance positive psychological states such as optimism, its relationship with perceptions of personal effectiveness and capability may be comparatively weaker. Consequently, gratitude appears to contribute more directly to the emotional and cognitive aspects of flourishing than to evaluations of one's own competence.

Overall, the results of the correlation matrix analysis indicate that the dimensions of altruism and gratitude are most strongly associated with the psychological components of flourishing, particularly optimism and purpose and meaning in life. These findings suggest that individuals who frequently engage in altruistic behavior or cultivate gratitude—whether toward others, everyday experiences, or life more broadly—are more likely to maintain a positive outlook on the future and perceive their lives as meaningful and purposeful.

Conversely, the consistently weaker associations observed between altruism, gratitude, and the competence dimension of flourishing highlight an important distinction. Although these positive psychological characteristics appear to enhance emotional well-being, interpersonal functioning, and existential fulfillment, they may not directly contribute to individuals' perceptions of their own abilities and effectiveness in performing tasks. One possible explanation is that opportunities to apply and develop personal competencies vary across contexts, including volunteer activities and other prosocial settings. Consequently, the relationship between altruism, gratitude, and perceived competence may be less direct than their relationship with other dimensions of flourishing.

Nevertheless, engagement in altruistic behavior and the cultivation of gratitude may still promote personal growth by providing opportunities for learning, self-reflection, and skill development. Through these experiences, individuals may gain valuable insights, strengthen interpersonal capacities, and develop adaptive

psychological resources that contribute to overall flourishing. Taken together, the findings suggest that altruism and gratitude primarily foster flourishing by enhancing individuals' sense of meaning, optimism, and psychological well-being, while exerting a comparatively weaker influence on perceptions of personal competence.

Although all of the proposed hypotheses were supported, several limitations of the present study should be acknowledged. One notable limitation concerns the measurement of participants' educational backgrounds. The demographic questionnaire employed a limited classification system, with a specific category for participants holding a bachelor's degree, while educational levels below and above this qualification were grouped into a broad "Other" category. Consequently, the educational characteristics of a portion of the sample could not be examined in greater detail, limiting the interpretability of the demographic findings.

Future research should incorporate more comprehensive demographic measures, including a wider range of educational attainment categories, occupational status, and length of volunteering experience. These factors may be associated with altruism, gratitude, and flourishing and could provide a more nuanced understanding of the relationships among these variables. Furthermore, future studies may benefit from recruiting more homogeneous samples, such as focusing exclusively on adolescents or adults rather than combining multiple developmental stages within a single sample. Such an approach would allow researchers to more accurately examine the dynamics of altruism, gratitude, and flourishing within specific populations and enhance the generalizability of the findings.

Conclusion

Based on the findings of the present study, it can be concluded that altruism and gratitude are significant positive predictors of flourishing among volunteers in the Special Capital Region of Jakarta, both individually and collectively. Volunteers who exhibit higher levels of altruistic behavior and gratitude tend to report higher levels of flourishing, suggesting that these characteristics play an important role in promoting optimal psychological functioning.

Engaging in voluntary helping behaviors and cultivating gratitude toward others and everyday life experiences appear to enhance individuals' sense of meaning, optimism, and overall well-being. Accordingly, efforts to foster altruism and gratitude within volunteer communities may contribute not only to the quality of volunteer service but also to the psychological flourishing of volunteers themselves.

Suggestion

Based on the findings of the present study, volunteer organizations and social institutions are encouraged to develop programs and interventions that foster both gratitude and altruistic motivation among volunteers. These psychological resources appear to play an important role in promoting flourishing and sustaining long-term engagement in volunteer activities. Creating supportive environments in which volunteers can reflect on the significance of their contributions, share meaningful experiences, and express appreciation toward one another may strengthen their sense of purpose, optimism, and overall psychological well-being.

For future research, greater attention should be given to the collection of detailed demographic information, particularly regarding educational attainment, occupational status, and length of volunteering experience. Such variables may influence the relationships among altruism, gratitude, and flourishing and could provide a more comprehensive understanding of these constructs. Furthermore, future studies may benefit from employing more homogeneous samples, such as focusing exclusively on late adolescents or early adults, to better examine the developmental dynamics underlying altruism, gratitude, and flourishing across different stages of life. Longitudinal research designs may also be valuable for exploring how these psychological characteristics develop over time and contribute to sustained flourishing among volunteers.

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