The Relationship between Work Passion and Social Loneliness among Employees in Automotive Industry in Perak

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Abstract
In recent years, social loneliness has emerged as a growing global concern, affecting individuals across various age groups, from young adults to the elderly. Among employees, social loneliness poses a particularly high risk, especially for those with an obsessive form of work passion, commonly referred to as workaholism. This is often due to an intense focus on work, which can limit opportunities for meaningful social interaction. This study aims to explore the relationship between work passion and social loneliness among automotive industry workers in Perak, Malaysia. A total of 170 respondents participated in this quantitative study. The findings revealed that respondents exhibited moderate levels of both work passion and social loneliness, with a significant positive relationship identified between the two variables. These results underline the need for further research to validate and expand upon these findings, providing a more comprehensive understanding of the interplay between work passion and social loneliness.
Keywords: Work Passion, Harmonious Work Passion, Obsessive Work Passion, Social Loneliness, Loneliness, Automotive Industry

Study Background
Loneliness, known to be a multifaceted combination of emotions that arise when interpersonal and social requirements are not satisfactorily fulfilled, has been an increasing worldwide issue on that (Cacioppo et al., 2006). Realizing that everyone seeks pleasure, and everyone wants to be happy, sentiments of loneliness among teens, young adults, middle age, and senior citizens, amongst others, highlight a serious issue in the community (Sippola and Bukowski, 1999). While loneliness has a basic essence – the appraisal of a discrepancy among an intended and accomplished social connections as an adverse occurrence – the different types of loneliness and previous experiences fluctuate considerably depending on both

individual and environmental causes (Jenny et al., 2006). Loneliness signifies an observed deficit in the amount, value, or form of someone's interactions with someone else, and this may give rise to bad feelings and disrupt the person's physical as well as mental wellness (Daniel Wayne Russell and Pang, 2016).

Once a person's connections with other people fail to satisfy his or her standards, he or she experiences loneliness (Vallerand et al., 2003). It might be a one-time occurrence as a result of a disruption in the person's interactions with others as well, or it may represent a persistent occurrence. According to study findings, there is inconsistent proof of gender disparities in loneliness, and contrary to popular opinion, loneliness seems to be significantly more prevalent among teenagers and young adults compared to amongst older individuals (Russell & Pang, 2016). The article of Perlman and Peplau (1981), whose characterised loneliness as the uncomfortable feeling that arises when an individual's system of interpersonal connections lacks strength in certain significant respects, neither quantitatively nor qualitatively. Previous study examined at how an individual's enthusiasm and passion for their job could contribute to loneliness. This is linked to the possibility of a feeling of loneliness among employees based on their work enthusiasm.

For several decades, psychologists have studied loneliness and its impact on people. Nevertheless, limited study has been conducted on loneliness that occurs to employees (Ozcelik and Barsade, 2018). Additionally, study on loneliness (including occupational loneliness) has focused on psychological components of the issue, with minimal investigation from an administrative dynamic's standpoint (Ercan Öge et al., 2018). Throughout the past 10 years, there has been a surge in study on workplace passion conducted by practitioners as well as academics (Astakhova and Porter, 2015). Harmonious passion towards employment or any other type of profession gives harmony to other elements of everyday life (Houlfort et al., 2015). Obsessive passion, on the other hand, develops if people include labor because of particular circumstances, including a want for recognition from society, a desire for encouragement, or a desire for confidence in oneself. Employment will continue to be emphasized in the person's sense of self, however in a more systematic and organized way, causing difficulties with other commitments (Astakhova and Porter, 2015).

Furthermore, even without accounting for journeys or the lengthy learning procedure, work takes up more than fifty percent of an individual's awake hours, making it an essential component of life. Some individuals are enjoying their job to the extent of considering it a profession, however some see their job as a payment or an initial step to greater opportunities (Wrzesniewski, McCauley, Rozin, & Schwartz, 1997). In actuality, for certain individuals, their job provides a sense of purpose for their lives (Morin & Dassa, 2006; Wrzesniewski, 2003). Additionally, some people place a lot of importance on their job simply because it helps define who they are (Vallerand & Houlfort, 2003). Individuals differ widely in their levels of work participation, both in terms of both quantity and quality, and this has significant relationship (Forest et al., 2010).

Considering other study result, additional study on the relationship between work passion and social loneliness was required, as employees were going to play an essential part in their work environment, community, and region. As a result, the purpose of this study was to assess the relationship between work passion and social loneliness among employees in the

automotive industry in Perak. In this study, a specific location to set the sampling population has chosen which was in Perak, Malaysia. More specifically, the location of this study was located in Tanjung Malim, Perak since there was a well-known automotive company that was a local automotive company namely Proton Holdings Berhad (PHB) or informally known as Proton. Generally, Proton is a Malaysian automotive firm and car company involved in vehicle applications, manufacture, marketing, and sales. Proton was created in 1985 as Malaysia's primary country branded automotive market until the arrival of Perodua in 1993. Thus, due to that, this study determines the industry involved in this study was the automotive industry which involves the company Proton Holdings Berhad. Meanwhile, it was certain that the employees at the Proton company have been the main focus of this study in selecting the respondents to increase the validity of the study.

Purpose of the Study

This study was a correlational study project which the objectives was to identify the level of work passion and social loneliness faced by workers. The purpose of this study was additionally to determine the relationship between work passion and social loneliness among employees. As a consequence, this study gives a clear picture of the understanding and operational application for a variety of groups, including employees, organisations or companies, and studyers. Employees and employers, or organisations, might utilise this information in order to prepare themselves and provide with suitable administration and strategies to reduce the effects of social loneliness. Additionally, because this survey provides an accurate representation of work passion, all parties may collaborate to give initial guidance to employees who experience with social loneliness.

Literature Review

Social Loneliness

Loneliness was an emotional response produced by the absence of certain, necessary connections (Weiss, 1973). This was defined as a psychological condition characterized by an abundance of touch with other individuals along with an absence of engagement with other people who are part of community (Wenger & Burholt, 2004). This implies that loneliness can also be defined as a person's feelings about becoming on its own, as well as a psychological expression of social estrangement or a lack of interaction with others around. In fact, loneliness seems to be related to an increased risk of death owing to a variety of negative physical effects (Cacioppo & Patrick, 2008). Plus, loneliness has been consistently linked to higher levels of depression, worse standard of life, and higher anxiety levels (Russell et al., 1980). Loneliness may also be classified according to the sort of network insufficiency concerned: sentimental feelings of isolation, which was a shortage of one's own close connections, while social loneliness, which was the loss of an overwhelming feeling of togetherness or group (Weiss, 1973).

Loneliness, according to Perlman and Peplau (1981), was described as a bothersome feeling that arises whenever an individual discovers that his or her circle of social connections was deficient in a few key aspects, neither qualitative nor quantitatively. Basically, a person experiences social loneliness whenever the quantity of current connections is less than anticipated, desired, or suitable. Loneliness happens if one recognizes, feels, and analyses their absence of interactions with others as well as isolation from outsiders (de Jong Gierveld, 1989). Continuing further into modern conceptions of loneliness, loneliness can be described

as a disparity within real and expected relationships, where this mismatch leads to feelings of isolation from society and loneliness even though one was surrounded by close companions or relatives (Cacioppo et al., 2015). Briefly, individuals with loneliness constantly feel insufficient, powerless, divided, mistreated against, left behind, isolated, and find it challenging to form and sustain social relationships (Tiwari, 2013). Aside from that, according to Stein and Tuval-Mashiach (2015), pointed out that there are a total of seven aspects to the feeling of loneliness, which included an overwhelming feeling of separation, a relationship, perceiving oneself as well as an understanding of the other, a deficit of relational demands, a perception of disagreement and mental anguish.

According to the *Discrepancy Model of Loneliness* established by Perlman and Peplau (1998), individuals suffer loneliness whenever they detect a gap within their real-life and hoped-for degree of social contacts. Realistic degrees of external contact, in instance, are projected to enhance loneliness but only to a point that they depart from the inner ideal baseline. In simpler terms, anyone who is extremely engaged in social activities may feel alone if the amount of societal engagement does not match their requirements. In this model, predisposing factors can be conceptualized as variables underlying the number of social interactions that people typically achieve and desires (Perlman and Peplau,1998). The factors include the quality and quantity of people's social relationships, characteristics of the individual and situation or culture. Contributing instances, on the opposite, were relevant to shifts in a person's accomplished level of social involvement as well as envisioned social interactions. Emerging circumstances were also such that cause a decrease in the attained social connection (Perlman & Peplau, 1981). In summary, this model observed that any difference within wished and real social relationships would be tagged as loneliness, while self-labelling cognition may assist adjust loneliness depending on how a person reacts to the circumstance.

Work Passion
Work passion can be defined as a great predisposition for an activity or job that individuals enjoy, consider to be a vital component of their identity, and consistently put a large quantity of time and effort in (Vallerand and Houlfort, 2003). The conceptualization of passion has long sparked the curiosity of intellectuals, who have developed two contrasting stances (Rony, 1990). For example, it was suggested by Vallerand et al. (2003), that appropriate thinking was generated by reason, but inappropriate thinking came from emotion. According to the derivation of the term passion, from the Latin word which means pain, those who were affected by it went through a certain type of hardship and suffering (Vallerand et al., 2003). This viewpoint describes those who are passionate as being obedient and slaves to their desire. Their enthusiasm was what drives them. The subsequent, more optimistic viewpoint has shown individuals as being more engaged with their interest. Psychology has historically given insufficient consideration to the idea of passion. Studyers in psychology have highlighted the idea's motivating component (Vallerand et al., 2003). And lastly, several psychologists briefly elaborated on the idea of passion in a variety of circumstances, including creative (Goldberg, 1986). However, much of the study conducted has been considered conceptual, and there has not been a great deal of empirical study as a result (Vallerand et al., 2003).

According to the *Dualistic Model of Work Passion*, there were different sorts of work passion which was the first one was harmonious passion and the other one was obsessive passion (Vallerand et al., 2003). *The Self-Determination Theory (SDT),* that Ryan and Deci developed in 2000, offers a comprehensive framework for studying aspects of the motivation and personality of people. A conceptual framework that identifies fundamental and various external forms of enthusiasm is presented by SDT. It also provides an overview of the associated functions of fundamental and various kinds of external inspiration in intellectual and social growth as well as personal variances (Ryan & Deci, 2000). *Self-Determined Theory* permits self-driven professional development and growth, which has become more important in modern labour market for employment retention and adaptability (Vallerand et al., 2007). The three professional obsession types of function as critical knowledge assessments of the job and personal life setting, which enabling individuals to achieve their expectations for autonomy, competency, and connectivity (Deci & Ryan, 2000).

Relationship between Work Passion and Social Loneliness
Previous study on the association between work passion and loneliness found predictable outcomes. This was reinforced through a study paper produced by Secil Bayraktar and Jimenez (2022), in which the paper discusses the consequences of both kinds of work passion on entrepreneurs' subjective state of well-being, emotional strain, and social loneliness. However, the studyer only used this paper as a reference to previous studies by only focusing on work passion and its connection with social loneliness since that was the main key in this study. Thus, based on the study by Secil Bayraktar and Jimenez (2022), 312 responses from respondents were studied to determine the relationship between work passion on entrepreneurs' subjective state of well-being, emotional strain, and social loneliness. According to the findings, harmonious passion has been correlated with pressure, but obsessive passion is correlated with both pressure and social loneliness. Thus, based on this study paper, the studyer found that work passion that was too extreme which was obsessive work passion can encourage a person to experience and feel negative feelings and further induce social loneliness within oneself.

Several studies suggest that harmonious passion generates appropriate consequences whereas obsessive passion causes less beneficial or detrimental consequences, however other investigations provide contradicting findings (Vallerand, 2010). As stated by Vallerand (2010), whenever obsessive passion driven individuals are compared with those who are passionate in a harmonious manner, the negative effects of obsessive passion become very clear. People do not, however, do as poorly as those who lack enthusiasm, particularly as it comes to mental health ratings. Study done in various cultural contexts further imply that the correlation between a passion and its consequence, especially in the context of obsessive passion, might not come across as simple, rather, it may be contradictory outcomes in various cultural contexts (Curran et al., 2015), for instance, contradict the idea that harmonious passion is fundamentally beneficial and consistently results in great consequences, whereas obsessive passion is necessarily negative and only results in poor outcomes.

According to Rook (1984), loneliness was a painful psychological condition in which an individual feels disconnected from other people and devoid of close, solid ties in their social setting. According to *Self-Determination Theory* (Deci & Ryan, 2000), interpersonal connection, together with competence and independence, was a crucial psychological

demand. According to the lack of this fundamental desire for connection, loneliness can have negative cognitive, emotional, and behavioral effects (Gagne & Deci, 2005). In addition, based on study by Vallerand (2010), individuals who participate in a task with harmonious passion do it voluntarily rather than because of an overwhelming impulse. As an outcome, individuals preserve ownership of the period of time and location set aside for that task, while keeping their other responsibilities in balance. According to the study as well, entrepreneurs that have a harmonious passion maintain limits throughout their job as well as other aspects of their lives to prevent tensions from emerging (Stenseng, 2008). Individuals could let free of their careers to preserve their work-life balance since they hold greater influence over their professional lives (Vallerand et al., 2010).

On the other hand, an individual who is consumed by an obsession has trouble relaxing or psychologically detaching because of the overwhelming want to be involved in their task (Vallerand, 2010). As a result, individuals encounter difficulties in other areas of their lives, such as relationships with others (Frode Stenseng et al., 2012). Conflict between jobs and families frequently increases as a result of the effort and time invested in the workplace rather than with relatives and close friends (Parasuraman and Simmers, 2001). Thus, according to Seguin-Levesque et al. (2003) and Vallerand et al. (2003), for instance, obsessive passion was positively correlated with difficulties in relationships with partners or other close individuals. Additionally, as the individuals was unable to disconnect from job or prioritizes it above any other interests, they could stop participating in other forms of socializing, which would reduce social connections and heighten loneliness (Secil Bayraktar & Jimenez, 2022). Furthermore, the extended time spent at work that were associated along with an obsessive passion might result in experiences of loneliness and social exclusion (Akande, 1994). This should not be an issue if an individual has a harmonious passion as they are not forced to choose either doing their profession and interacting with their loved ones, including friends and relatives. While anxious feelings connected to obsessive passion prevent an individual from building productive connections with people who are ready for assistance with his or her problems, pleasant feelings arising from harmonious passion are likely to create more valuable relationships (Pollack et al., 2020).

In addition, *The Dualistic Model*, which has a basis in *Self-Determination Theory* (Deci & Ryan, 2000), distinguishes between two types of passion, harmonious and obsessive, based on the manner in which the intense action is integrated into a person's personality. In the condition of harmonious passion, people spontaneously embrace something as significant as it is despite any constraints or demands. This was known as an independent kind of internalization (Pollack et al., 2020). According to Vallerand et al. (2014), people with harmonious passion participate in their job due to the intrinsic qualities of the task, including pleasurable and demanding. As an outcome, whenever participating in their task, individuals not just express more beneficial effects like happiness and pleasure, but they also experience fewer negative consequences including anxiety and shame (Vallerand et al., 2003). Obsessive passion, as contrast to harmonious passion, was linked to a restricted kind of acceptance in which people are compelled to participate in a behavior instead of performing it voluntarily (Pollack et al., 2020). Obsessively passion people were unable to resist but engage in the task, to an extent that it takes over their lives, dominates their identities, and interferes with other elements of their lives (Vallerand et al., 2003). The outcome was less beneficial which was more negative psychological conditions like mental exhaustion (Donahue et al., 2012), since these feelings

avoid people from completely involving themselves into the task and generate an emphasis on performance that focuses on exceeding other people instead of gaining knowledge and expertise (Vallerand et al., 2007). In conclusion, the majority of study showed that work passion has a consistently positive and significant link with loneliness, either harmonious or obsessive. Thus, according to the past study above, the following is this study's hypothesis:

Hypothesis 1: There is a significant positive relationship between work passion and social loneliness among employees.

Methodology

Data Williams (2011), defines study design as the comprehensive processes a studyer takes before beginning their study project. The purpose of this study was to determine the relationship between work passion and social loneliness among employees in the automotive industry in Perak using a quantitative, cross-sectional, and correlation study design or approach. In order to obtain findings, a method known as quantitative study focuses on quantifying and analyzing variables. It entails the use of numeric data and statistical methods to analyze the information in order to provide answers to queries including who, the quantity, where, what, whereas and many more (Oberiri Destiny Apuke, 2017). Furthermore, a typical instance of a study design based on observation is the cross-sectional approach to study. In a cross-sectional study, the studyer independently assesses the respondents' experiences and responses (Maninder Singh Setia, 2016). This study used this cross-sectional approach by conducting an observation to assess this study's respondent which was employees in terms of their experiences and responses towards their work passion and social loneliness. In addition, this study will investigate its context, surroundings, and behaviors in real-life situations through the experiences of the employees, without engaging in any involvement or interference. Meanwhile, Stangor (2011), states that correlational study entails measuring a combination of important variables and evaluating the connection among or between those variables with the aim of identifying variables that exhibit consistent connection with one another.

In this study, the G-Power calculation was used to determine the size of sample. According to G-Power calculation, the minimum sample size for this study must vary from 138 respondents. However, considering the response rate, this study has tabulated 170 respondents in this study among workers at Proton Holdings Berhad plant in Tanjung Malim. Moreover, convenience sampling was used in this study, where, Sedgwick (2013) mentioned, in convenience sampling, a studyer chooses a sizeable sample of individuals, circumstances, or scenarios from within those that already exists. Since non-probability sampling procedures were utilized in this study, there was no sample frame since it was irrelevant. A sampling frame is just the collection of sources that are used when the sample is drawn (Turner, 2003). The description also covers sample frames' primary function, which was to offer a way to choose the specific target population groups who will be questioned for the study questionnaire (Johnson, B. And Turner, L.A., 2003).

Study Instrument

In this study, instruments by the De Jong Gierveld Loneliness Scale (Gierveld & Tilburg, 2006) which consists of 11 items and 14-items of the Passion Scale (Vallerand et al., 2003) were used. The questionnaire consisting of three sections which was section A for demographic

information of the respondent, section B for work passion instrument and lastly was section C which was for social loneliness scale was De Jong Gierveld Loneliness Scale.

Section A's intention was to gather background information about the participants. This part contains four elements relevant to respondents' private details, which include their age, gender, race, and marital status. For section B, the Passion Scale (Vallerand et al., 2003) with the separate categories of harmonious passion and obsessive passion, was used in this study with the goal to identify the level of work passion among Proton employees. This questionnaire has 14 items which was seven (7) items for each passion. The 14 items of the Passion Scale were divided into two subscales which was Harmonious Passion (items 1–7) that categorised as the positive items and Obsessive Passion (items 8–14) as the negative items, without any inverse items. Answers were provided on a Likert scale, with 1 indicating "not at all agree" and 7 denoting "very strongly agree." According to Marsh et al. (2013), reliability ratings for the Passion Scale were estimated to vary from .78 to .88.

In section C, this study used the De Jong Gierveld Loneliness Scale. Weiss (1973) developed the De Jong Gierveld Loneliness Scale (Gierveld & Tilburg, 2006) with the separate categories of social and emotional loneliness in consideration, and it was used in this study to determine the level of loneliness among Proton employees. This questionnaire has 11 questions. This study used the original version of De Jong Gierveld loneliness scale (Gierveld & Tilburg, 2006) to increase its validity and accuracy. The scale will alternatively be used as a one-dimensional assessment in this study or two subscales which is one subscale for social and the other one for emotional loneliness, with the reliability, $\alpha = .88$ and $\alpha = .88$, respectively which has been utilized. According to Gierveld & Tilburg (2006), this instrument scored by the rating of the participants on each item on a Likert scale, typically ranging from 1 (strongly disagree) to 5 (strongly agree). The total score reflects the individual's level of social loneliness, with higher scores indicating higher levels of social loneliness (Gierveld & Tilburg, 2006).

Data Analysis Method
Findings of this study was analyzed by using the Statistical Package for Social Science (SPSS) version 27. For the purpose to identify the relationship between work passion and loneliness among employees of Proton Holdings Berhad, descriptive as well as inference analysis have been performed. In order to review the demographic information of the respondents and to determine their levels of work passion and loneliness, descriptive statistics such as mean, frequency, and percentage will be employed. The frequency pattern of the demographic data in Section A has been determined as a percentage and displayed in tables. However, the levels of work passion social loneliness of the respondents has been determined by the mean value. The levels of work passion and social loneliness will be categorized in this study as low, moderate and high.

Pearson Correlation has been utilized in this study to determine the connection between both variables which are employees' social loneliness and work passion. According to Samithamby Senthilnathan (2019), the indicator that demonstrates the accuracy of the estimation of the dependent variable with the independent variable was correlation coefficient, frequently referred to as the coefficient of determination (R). The data provided by the reported value for the dependent variable was provided by determination R. The Pearson correlation coefficient ranges from -1.00 to +1.00, with +1.00 indicating the ideal linear connection

among each pair of scores and -1.00 signifying the strongly inverted connection. In conclusion, descriptive analysis has been applied to measure the levels of work passion and social loneliness among employees. Instead, inference analysis has been used to determine the connection and relationship that exists between the two variables—work passion and social loneliness.

Study Findings
This study's online questionnaires were distributed to an entirety of 170 PROTON's employees. The information collected from all completed surveys was analysed. this study's respondents were gender balanced, with 47.1% representing 80 male and 52.9% representing 90 females. This equality of genders implies that this study includes both male and female viewpoints. The age distribution is broad, with the majority of respondents falling between the ages of 21 and 23 years old (31.2%) and 27 years old and older (41.2%). At the same time, for the 18-20 and 24-26 age groups, there were 12 responses (7.1%) and 35 respondents (20.6%), respectively. This shows that this study collects perspectives from both young employees as well as employees with greater life experience, resulting in a more complete knowledge throughout various ages.

The majority of the respondents, which was 164 respondents (96.5%) identified as Malay, reflecting a relatively homogenous racial composition. The low proportion of Indians at 2 respondents (2.2%), Chinese at 3 respondents (3.8%), and other ethnicities only a respondent (0.6%) underscores the need of interpreting cultural studies with a main emphasis on the Malay group. Furthermore, based on the marital status demographic information provided above, more than half of the respondents (54.7%) reported being single which involves as many as 93 respondents, followed by those who were married as 70 respondents (41.2%). The existence of divorced at 0.6% equal to one respondent and 6 respondents as widowed (3.5%) indicates a diversified marital status participation, which might be taken into account when investigating the influence of marital status on specific study variables.

Last but not least, for the demographic information specifically on work experiences, the table above shows that the majority of those employees who responded, 83 respondents (48.8%) had 1-3 years of work experience, followed by those with 6 years or more, 63 respondents or 37.1%. Additionally, 24 respondents (14.1%) had experience in work at 4 to 6 years. This distribution reflects a mix of employees in their early careers and those with extensive job experience, which may have influenced their thoughts and responses in the questionnaire.

Level of Work Passion among Employees
The first objective of this study was to identify the level of work passion among employees. The descriptive analysis of work passion for the both dimensions which was harmonious work passion and obsessive work passion were shown in Table 1.

Table 1

Descriptive Analysis of Work Passion

Item	SGD f (%)	D f (%)	SWD f (%)	NAD f (%)	SWA f (%)	A f (%)	SGA f (%)	Mean (Std. Dev)
1. This job allows me to live a variety of experiences.			1 (0.6)	10 (5.9)	22 (12.9)	42 (24.7)	95 (55.9)	6.29 (0.946)
2. The new things that I discover with this job allow me to appreciate it even more.		1 (0.6)	1 (0.6)	12 (7.1)	21 (12.4)	50 (29.4)	85 (50)	6.19 (1.011)
3. This job allows me to live memorable experiences.		1 (0.6)	1 (0.6)	12 (7.1)	25 (14.7)	53 (31.2)	78 (45.9)	6.13 (1.254)
4. This job reflects the qualities I like about myself.	3 (1.8)	1 (0.6)	3 (1.8)	16 (9.4)	33 (19.4)	56 (32.9)	58 (34.1)	5.79 (1.254)
5. This job is in harmony with the other activities in my life.	2 (1.2)	1 (0.6)	5 (2.9)	17 (10.0)	39 (22.9)	55 (32.4)	51 (30.0)	5.70 (1.225)
6. For me it is a passion, that I still manage to control.	1 (0.6)	2 (1.2)	1 (0.6)	11 (6.5)	28 (16.5)	56 (32.9)	71 (41.8)	6.03 (1.111)
7. I am completely	3 (1.8)	5 (2.9)	11 (6.5)	17 (10.0)	46 (27.1)	40 (23.5)	48 (28.2)	5.41 (1.454)

taken with this job.								
(Harmonious Passion)						Overall Mean		5.94 (0.876) High
8. I cannot live without it (job).	48 (28.2)	11 (6.5)	12 (7.1)	29 (17.1)	29 (17.1)	24 (14.1)	17 (10.0)	3.71 (2.108)
9. The urge is so strong. I can't help myself from doing this job.	44 (25.9)	19 (11.2)	8 (4.7)	24 (14.1)	30 (17.6)	33 (19.4)	12 (7.1)	3.73 (2.089)
10. I have difficulty imagining my life without this job.	22 (12.9)	19 (11.2)	21 (12.4)	30 (17.6)	32 (18.8)	28 (16.5)	18 (10.6)	4.10 (1.883)
11. I am emotionally dependent on this job.	43 (25.3)	22 (12.9)	16 (9.4)	32 (18.8)	26 (15.3)	16 (9.4)	15 (8.8)	3.49 (1.995)
12. I have a tough time controlling my need to do this job.	54 (31.8)	12 (7.1)	19 (11.2)	42 (24.7)	18 (10.6)	15 (8.8)	10 (5.9)	3.25 (1.925)
13. I have almost an obsessive feeling for this job.	72 (42.4)	15 (8.8)	19 (11.2)	27 (15.9)	12 (7.1)	16 (9.4)	9 (5.3)	2.86 (1.980)
14. My mood depends on me being able to do this job.	40 (23.5)	17 (10.0)	13 (7.6)	31 (18.2)	30 (17.6)	23 (13.5)	16 (9.4)	3.75 (2.030)
Mean (Obsessive Passion)						Overall		3.56 (1.637) Moderate
Mean Work Passion (Whole)						Overall		4.74 (0.968) Moderate

Based on table 1, there were two dimensions namely harmonious passion and obsessive passion, and each has the same number of questions which was 7 questions respectively. Based on the descriptive analysis of harmonious passion in Table 1 above, overall, the data indicated that the highest mean score in harmonious passion is 95 respondents strongly agreed that their job allows them to live a variety of experiences (Mean = 0.47, Std. Dev = 0.946).

On the on the contrary, the lowest mean score in harmonious work passion was only 48 respondents strongly agreed that they were completely taken with this job (Mean = 5.41, Std. Dev = 1.454). The overall mean for harmonious work passion was M = 5.94 with standard

deviation at 0.876. Next, for the second dimension of Passion Scale, based on the descriptive analysis of obsessive in Table 1 above, overall, the data indicated that the highest mean score in obsessive passion was 18 respondents strongly agreed that they have difficulty imagining their life without the job (Mean = 4.10, Std. Dev = 1.883). Furthermore, the lowest mean score in obsessive work passion was only 9 respondents strongly agreed that they have almost an obsessive feeling for the job (Mean = 2.86, Std. Dev = 1.980). The overall mean for obsessive work passion was M = 3.56 with standard deviation at 1.637. Meanwhile, the overall mean for whole work passion was M = 4.74 with standard deviation at 0.968.

Apart from that, the data demonstrated that for harmonious work passion, employees indicated high level of work passion based on the mean score at 5.49. Additionally, for obsessive work passion, employees stated the moderate level of work passion which was the value of the mean score is 3.56. Thus, the overall level of work passion that showed by the employees which was the respondents indicated moderate level at 4.74.

Level of Social Loneliness among Employees
The second objective of this study was to determine the level of loneliness among employees. The descriptive analysis of loneliness was shown in Table 2. There were only 11 items on this loneliness scale and there was no dimension.

Table 2
Descriptive Analysis of Social Loneliness

Item	NT f (%)	R f (%)	ST f (%)	O f (%)	AT f (%)	Mean (Std. Dev)
1. There is always someone I can talk to about my day-to-day problems.	7 (4.1)	17 (10.0)	35 (20.6)	56 (32.9)	55 (32.4)	3.79 (1.125)
2. I miss having a really close friend.	14 (8.2)	27 (15.9)	38 (22.4)	38 (22.4)	53 (31.2)	3.52 (1.302)
3. I experience a general sense of emptiness.	60 (35.3)	38 (22.4)	45 (26.5)	18 (10.6)	9 (5.3)	2.28 (1.203)
4. There are plenty of people I can lean on when I have problems.	10 (5.9)	24 (14.1)	42 (24.7)	54 (31.8)	40 (23.5)	3.53 (1.167)
5. I miss the pleasure of the company of others.	10 (5.9)	22 (12.9)	44 (25.9)	44 (25.9)	50 (29.4)	3.60 (1.204)
6. I find my circle of friends and acquaintances too limited.	44 (25.9)	36 (21.2)	42 (24.7)	28 (16.5)	20 (11.8)	2.67 (1.336)

7. There are many people I can trust completely.	18 (10.6)	25 (14.7)	56 (32.9)	41 (24.1)	30 (17.6)	3.24 (1.213)
8. There are enough people I feel close to.	6 (3.5)	15 (8.8)	40 (23.5)	64 (37.6)	45 (26.5)	3.75 (1.055)
9. I miss having people around me.	36 (21.2)	23 (13.5)	44 (25.9)	31 (18.2)	36 (21.2)	3.05 (1.422)
10. I often feel rejected.	64 (37.6)	44 (25.9)	40 (23.5)	12 (7.1)	10 (5.9)	2.18 (1.183)
11. I can call on my friends whenever I need them.	7 (4.1)	7 (4.1)	50 (29.4)	50 (29.4)	56 (32.9)	3.83 (1.066)
Overall Mean						3.22 (0.475) Moderate

Notes: NT = None of the time, R = Rarely, ST = Some of the time, O = Often, AT = All of the time

The descriptive analysis above has shown that the highest mean score in loneliness was 56 respondents (32.9%), all of the time and 50 respondent (29.4%) often can call on their friends whenever they need them (Mean = 3.83, Std. Dev = 1.066). Meanwhile, the lowest mean score in loneliness was only 10 respondents (5.9%), all of the time and 12 respondents (7.1%) often feel rejected (Mean = 2.18, Std. Dev = 1.183). Table 4.4 showed the descriptive statistic of loneliness among university students. Table 3 provided a clear insight of the descriptive analysis of employee loneliness. The overall mean for loneliness was M = 3.22 with standard deviation at 0.475. Finally, the results indicated that the majority of respondents have moderate levels of loneliness.

The Relationship between Work Passion and Social Loneliness among Employees
This study's ultimate objective was to determine the relationship between work passion and social loneliness among employees. Table 3 presented the result of hypothesis in this study, which is there is a significant positive relationship between work passion and social loneliness among employees.

Table 3
The Relationship Between Work Passion and Social Loneliness Among Employees

Variable	Value of	Social Loneliness
Work Passion	**Pearson Correlation *(r)***	.270**
	Sig. (2-tailed) *(p)*	.001

*Notes: n=170 ; *indicates p<0.01*

The relationship between work passion and social loneliness among employees was shown in Table 5 above. Based on the results, the findings has shown a positive relationship between work passion and loneliness among employees (r = .270, p<0.001). Hypothesis 1 was

accepted. Therefore, work passion and loneliness were significantly correlated at very low relationship. Table 5 above presented that the summary of correlation between work passion and social loneliness among employees.

Discussions And Conclusion
The Level of Work Passion among Employees
According to the study's findings, the majority of PROTON employees experienced a high level of harmonious work passion. The findings correspond with some of the previous study studies. According to Vallerand et al. (2003), the harmonious dimension has an outstanding internal level of consistency (0.89). This can be seen through the frequency obtained in this study for harmonious work passion among employees. Recent empirical investigations appear to show people can experience multiple independent and regulated kinds of good motivation at the same time, which describes the harmonious work passion (Graves et al., 2015; Howard et al., 2016; Moran et al., 2012; Van den Broeck et al., 2013). The independent kinds of motivation include internal drive and specified regulation, which are thus probable to be related with harmonious passion. Not only that, according to Li et al. (2019), the study reveals the implicit characteristics of work passion. As predicted, an outline with harmonious passion at extreme levels developed in the study.

This outcome, yet, contrasted with some earlier study. According to Li et al. (2019), since this study was completed in three studies, the pro harmonious passion with a moderate level of harmonious passion has also arisen in study 2. This was because, three investigations are conducted in this study utilising latent profile analysis. The first study establishes three work passion profiles: dual passion, pro harmonious passion, and pro obsessive passion; the second study investigates analytical thinking as a precursor to work passion pattern participation; and the third study investigates how each profiles connects to professional productivity and overall health. According to the *Dualistic Model of Work Passion*, based on Vallerand et al. (2003), focusing on harmonious work passion, employees who demonstrate such passion might not only be completely focused on their obligations and like what they did, but they might additionally dedicate their energy and time to various aspects of their daily life by not contemplating careers. This can be seen in this study that most of the employees demonstrated the high level of harmonious work passion. Harmonious passion represents an innate motivating energy that leads somebody to voluntarily pick something to do which was regarded to be equally exciting and essential, as well as giving one the chance to enjoy fresh and various adventures (Vallerand et al., 2003). Harmonious passion constitutes the discharge of the requirements of workers for liberty, especially the desire to demonstrate one's own initiative and self-sufficient performing in carrying out a task and expertise poses such as proficiently interacting with the external world, and finally was proximity as well as exhibit in bonds with other people (Vallerand et al., 2003). Besides that, harmonious enthusiasm for employment comes through the independent incorporation of a job task and its accomplishment in a self-determined and dynamic approach (Vallerand et al., 2003).

People with harmonious work passion, as described by Vallerand and Houlfort (2003), may not just totally focus on their responsibilities and love what they do, yet they may also devote their time and focus on other activities associated components of their daily lives, by not considering jobs. For job attention was associated with more pleasant feelings and immersion in what one does, which leads to beneficial effects including job expanding (Surendra Kumar

Sia & Pravakar Duari, 2018). The overall mean for harmonious work passion in this study that indicated high level of harmonious work passion can be clearly seen through the survey distributed which most of the respondents stated that they agreed that the job allows them to live a variety of experiences, the new things that they discovered with the job allowed them to appreciate it even more, the job allows them to live memorable experiences and many more which shown that they have the sign that they have a harmonious passion toward their job. Meanwhile, the overall mean of obsessive work passion that showed by the employees indicated moderate levels which the responsible party including the organization must take action to avoid increasing the level of obsessive work passion among employees in the future. This study's finding which refer to the overall mean for whole work passion which demonstrated moderate level of work passion showed that most of the employees have a balance in carrying out their duties even in their daily tasks and even in carrying out their work responsibilities systematically which prompts them to give decisions that the majority refers to a harmonious work passion. This is supported and reinforced by the statement which is employees that have a high level of harmonious passion do not experience tension between their job and other aspects of their daily lives for instance, career development objectives, family life, and beliefs (Gong et al.,2020).

The Level of Loneliness among Employees
Based on the findings of this study, the level of loneliness shown in the majority shows a moderate level. This finding was further strengthened by the findings of other studies when compared to some other studies. This was due to the study, employees require to convey their purpose and significance in connection to their job as well as to colleagues has lately developed (Ashmos & Duchon, 2000). While the workplace was increasingly regarded as an important point of social interaction and the pursuit of working communal values has grown increasingly significant (Wright, n.d.). However, this study findings also contrasted with other past studies including based on past study by Dutertre and Fouillet (2023), female students had a higher degree or level that they felt loneliness in several circumstances and having a male student lowered the likelihood of loneliness in comparison with being a female student which both of it contradicted to this study's finding. Female students, corresponding to the study's findings, seemed particularly prone to loneliness as previously pointed out, studies on loneliness throughout a period of time has failed to demonstrate a consistent connection among the gender of the participants and loneliness (Maes et al., 2019).

Furthermore, according to the *Discrepancy Model of Loneliness* by Perlman and Peplau (1982) which Loneliness, according to this theoretical model, happens while a person experiences a major imbalance or disparity within an individual's existing social ties and the person's desired or necessary interactions with others. Thus, refer back to the findings of this study, employees did not shows a significant balance in their work interactions and daily activities regarding their social interactions. According to Archibald et al., 1995, the findings of the present study reflect the cognitive discrepancy theory of loneliness just slightly. Disagreements from both self-defined as well as socially determined assessment criteria were linked with young people loneliness, although these correlations were considerably diminished when genuine levels of engagement were accounted for (Archibald et al., 1995).

Based on the data analysis of this study, the level of social loneliness among employees indicated moderate level based on the overall mean. This supported by their answer on the

questionnaire that they have answered during this study which most of them agreed that some of the employees can called on their friends whenever they need them. Some of them also agreed that there was always someone they can talk to about their day-to-day problems and many other items. This shows that they still have social interactions with the people they close. According to Perlman and Peplau (1998), anyone who was extremely engaged in social activities may feel alone if the amount of societal engagement does not match their requirements. In this model, predisposing factors can be conceptualized as variables underlying the number of social interactions that people typically achieve and desires (Perlman and Peplau,1998).

The Relationship between Work Passion and Social Loneliness among Employees
According to this study's outcomes, work passion was significantly correlated to social loneliness among employees. The findings correspond with earlier study. It seems oversimplified to link harmonious passion with constantly beneficial consequences and obsessive passion with consistently detrimental results (Vallerand, 2010). This was due to the past study where the inability to establish oneself in an areas, town, or neighbourhood may exacerbate feelings of loneliness. Buecker et al. (2021), for instance, indicated that considered neighbourhood interactions, perceived separation to accessible parks, as well as perceived connection to sports facilities had all been significantly connected to loneliness. Deci and Ryan (1985, 2000) used *Self-Determination Theory (SDT)* for clarifying the contrast across two forms of passion which was harmonious work passion and obsessive work passion. As a result, the primary distinction between harmonious and obsessive passion, which result in different consequences, was derived from the independent compared to regulated internalization of the task of attraction. Independent internalization produces harmonious passion (Deci & Ryan, 2000). This past study was further strengthened by the findings of this study where work passion has a significant correlation with social loneliness which based on this dimension of work passion, harmonious work passion does not have a direct relationship with social loneliness. While for the second dimension, obsessive work passion was directly related to social loneliness. Thus, there was a relationship between both variables – work passion and social loneliness as what have been obtained in this study.

The hypothesis of this study was accepted by showing a significant correlation between the two variables, namely work passion and social loneliness. The findings of this study were further strengthened by previous studies by Bayraktar and Jiménez (2022), the study proposes that harmonious passion has no correlation with social loneliness, however obsessive passion has an advantageous correlation, and the study comes up with the hypothesis - obsessive passion was positively associated to social loneliness. This was due to positive feelings connected with harmonious passion were beneficial in the creation of more valuable connections, but unfavourable feelings linked with obsessive passion are incompatible for the establishment of positive interactions with others prepared to assist the entrepreneur with work-related difficulties (Philippe et al., 2010; Ho and Pollack, 2014). Furthermore, according to the *Discrepancy Model of Loneliness* by Perlman and Peplau (1982) which loneliness, according to this theoretical model, happens while a person experiences a major imbalance or disparity within an individual's existing social ties and the person's desired or necessary interactions with others. So, going back to the findings of this study, employees did not show a significant balance in their work interactions and daily activities regarding their social interactions. According to Archibald et al., 1995, the findings of the present study reflect

the cognitive *Discrepancy Theory of Loneliness* just slightly. Disagreements from both self-defined as well as socially determined assessment criteria were linked with young people loneliness, although these correlations were considerably diminished when genuine levels of engagement were accounted for (Archibald et al., 1995).

Limitations and Recommendations

There were several limitations or disadvantages to this study. First and foremost, the sample size of this study was small. However, as expected, the results achieved corresponded with previous study. Yet, due to the small number of participants of the samples, it was difficult to accurately represent the general population of Malaysian employees and develop an explanation for the purpose of the study.

Furthermore, the sampling method used in this study was convenience sampling and snowball sampling method. These methods may result in biassed gathering of information. To clarify, the vast majority of responses were Malay. As a consequence, this study might represent the Malay community rather than other ethnic populations including Chinese and Indian because these groups are in the minority in this study. This was because respondents from various cultures might have distinct personalities and work interests. As an outcome, the findings are unable to be applied to all Malaysian employees.

As a result of the study's limitations and shortcomings, certain suggestions for further study directions have been made. First and foremost, future academicians or studyers must undertake studies with a larger number of participants that includes a greater number of employees representing both private companies and public or government organisations. A greater number of samples might result in greater confidence in the data and being able to generalise findings throughout Malaysian employees.

Aside from that, subsequent study may involve individuals from other ethnic or racial groupings. The objective of recommending was to guarantee that the outcomes were not biassed towards a specific ethnic or race and that greater depth of conclusions may be obtained. The sample size of ethnic or racial engagement with the study was recommended to be comparable to the ethnically proportion of the population of Malaysian employees, and it additionally seeks to boost the diversity rate in the sample size and the respondent selection.

Conclusion

The objectives of this study was to determine the level of work passion and loneliness among employees as well as determine the relationship between work passion and loneliness among employees. The outcomes of this study demonstrated that the level of work passion among PROTON employees was high for the first dimension - harmonious work passion, meanwhile for the second dimension which was obsessive work passion demonstrated a moderate level of work passion. For the level of loneliness, according to the findings of this study, it shown moderate level of loneliness.

This study examines the relationship between work passion and social loneliness among employees in the automotive industry in Perak, offering significant contributions to both theory and practice. Theoretically, it extends existing frameworks on work passion, which is commonly associated with positive workplace outcomes such as engagement, motivation,

and productivity, by exploring its connection to social loneliness—a critical factor that can undermine employee well-being and organizational performance. Contextually, the study is anchored in the automotive industry in Perak, a vital economic sector that plays a crucial role in both regional and national development. By addressing how work passion influences social loneliness within this specific industrial and geographical context, the research enhances existing knowledge and provides valuable insights for fostering healthier workplace dynamics, improving employee satisfaction, and driving sustainable performance in the industry.

Moreover, the study revealed a significant association between work passion and social loneliness among PROTON employees. In summary, the findings highlight the correlation between both harmonious and obsessive work passion and social loneliness within this group. To deepen the understanding of these dynamics, further research is necessary to explore additional factors that may influence this relationship and provide a more comprehensive perspective on work passion and social loneliness among Malaysian employees.

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