The Effect of Financial Behavior, Income and Financial Knowledge on Financial Satisfaction in MSMEs in Lamongan City

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ABSTRACT
The background in this study is that there are many problems that affect employee performance and this is a challenge for companies in managing human resources because the success of a company depends on quality human resources. Target. This study aims to test the Effect of Compensation, Work Environment, and Training on the Performance of Production Employees of PT Mestindo Gresik. This research uses quantitative methods. The population in this study was the production employees of PT Mestindo Gresik, amounting to 78 people, while the sampling used the Non Probability Sampling technique using a saturated sample. The reason is because the sampling of the population is less than 100. The sample studied by the researcher is 78 production employees. The analysis technique uses instrument testing, classical assumption test, and hypothesis testing. For the test tool, the Statistical Package for the Social Sciences (SPSS) is used. The results of this study indicate that compensation has a positive and significant effect on employee performance, the work environment has a positive and significant effect on employee performance, and training has a positive and significant effect on employee performance.

Key words: Financial Behavior, Income, Financial Knowledge, Financial Satisfaction.

INTRODUCTION
UMKM or also called Micro, Small and Medium Enterprises, are expected to be able to contribute to efforts in overcoming economic problems that are often faced such as poverty levels, the number of people's burdens, and income distribution. UMKM can reduce the level of problems that increase every year, overcome poverty by helping people who are less able to get additional income for daily needs or as basic income and income distribution that can improve the lives of people who have limitations, especially in terms of income. The development and growth of UMKM is one of the influential drivers for economic growth. The characteristics inherent in UMKM can be advantages or strengths that...
actually become obstacles to economic development (barriers to economic growth).

**LITERATURE REVIEW**
This financial behavior became known in the 1990s in line with business and academic developments. According to Sukaris, Al Kusani, Handayani, Rajani, Saepuloh, (2019) financial behavior is the way individuals make decisions to manage sources of funds (money), one's attitude will affect the basis of decision making on financial management behavior. According to Weinberg (2001:270) income is income received in the form of cash or non-cash, which can be directly used for spending so as to ease the burden on households. In general, the components of income are cash from main and non-main jobs, dividends, interest on savings, royalties, pension funds, and bonuses. The higher a person's income, the higher the financial satisfaction.

Mason and Wilson (2000: 305) state that financial knowledge is individual decision making that combines several skills, resources and contextual knowledge to be able to manage the information it receives in decision making. From some of these definitions, it can be concluded that financial knowledge is someone's knowledge of how to manage their finances well in order to avoid financial problems.

**METHOD**
In this section you mention the findings and discussion of the research conducted in Lamongan Regency, namely on several UMKM engaged in food, beverage, and UMKM handicrafts located in Lamongan City, precisely on Jl. Basuki Rahmat No. 176, Groyok, Sukomuyo, Lamongan District, Lamongan Regency, East Java 62216. In your research. For this second type, the focus of research is on literary works that have been translated into Indonesian.

**RESULTS**

**Behavior Towards Finance**
Financial behavior has a positive and significant effect on financial decisions. The positive direction indicates that the better the financial behavior in making a decision, the higher the financial satisfaction. This shows that the financial behavior variable is one of the determinants of one's financial satisfaction.

**Income Against Financial Behavior**
Income has a positive and significant effect on financial satisfaction. The positive direction indicates that an increase in a person's income will increase financial satisfaction. This shows that the income variable is one of the determinants of one's financial satisfaction.

**Financial Knowledge of Behavior**
Financial knowledge has a positive and significant impact on financial decisions. The positive direction indicates that the higher one's financial knowledge in managing finances, the higher financial satisfaction will be. This shows that the financial knowledge variable is one of the determinants of one's financial satisfaction. The calculated r value is greater than the r table value and the probability value (sig) is less than 0.05 (a = 0.05) so it can be said that all indicator variables are valid. The reliabilitas of each variable Alpha value is greater than 0.70, it can be concluded that the measuring instrument used in this study is reliable. Kolmogrov-Smirnov showed the significance value is 0.200 > 0.005, so it can be concluded that the residual value is normally distributed. The results of data processing show that the VIF value of all variables is less than 10 and the tolerance value is more than 0.1, meaning that all independent variables in this study are declared to have no multicollinearity. The results of data processing show that in the regression analysis there are no symptoms of heteroscedasticity, showing a significance value (p-value) of Financial Satisfaction of 0.543, Financial Behavior of...
0.972, Income of 0.051, Financial Knowledge of 0.123, the results with clearly shows that none of the independent variables statistically significant affect the dependent variable ABS_RES value, this is because the probability value of significance is above 0.05 or 5%.

The results of data processing show that the Durbin Watson (DW) value is 1.733. a = 5%, k = 4, n = 67, then we get: dL = 1.5122 dU = 1.6988 1) If DW (1.733) > DU (1.6988) then there is no positive autocorrelation. 2) If 4 – DU (2.3012) > DW (1.733) then there is no negative autocorrelation.

View the Non-Standard Coefficient Beta values. that by determining the multiple linear regression equation resulting from the research as follows: Financial Behavior has a positive direction, Income has a positive direction, Financial knowledge has a positive direction.

The results also show that the R2 number is 0.752 or 75.2%. This shows that the percentage contribution of the independent variables (financial behavior, income and financial knowledge) to the dependent variable (financial satisfaction) is 75.2% while the remaining 24.8% is influenced by other factors not examined in this study including: debt, financial behavior, financial management, demographics, financial attitude and others.

The results also show that the significant value is below 0.05, which is 0.000, it can be concluded that the independent variables (financial behavior, income and financial knowledge) if tested simultaneously (together) have a significant effect on the dependent variable (financial satisfaction).

The results also show that the SPSS output results are financial behavior variables (X1) with a significant level below 0.05, namely 0.013, income variable (X2) is below 0.05, namely 0.013 and financial knowledge variable (X3) is below 0.05, namely 0.020.

CONCLUSION
The next researcher to improve finances can be expanded by adding more complete information about the factors that influence the increase in financial satisfaction, and re-testing using behavioral variables, income, financial knowledge and adding education level, and capital variables to make the research more interesting.

REFERENCES


