

The Effect of Financial Knowledge, Financial Behavior, and Income on Financial Satisfaction of Employees in Production at PT Sarana Karya Utama

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ABSTRAK

Latar belakang pada penelitian ini para karyawan bagian produksi ini bahwa mereka belum mampu dalam mengelola keuangan pribadinya, sehingga mengalami ketidakpuasan dalam keuangan. Banyak faktor yang mempengaruhi kepuasan keuangan salah satunya pendapatan, pengetahuan keuangan, dan perilaku keuangan. Penelitian ini bertujuan untuk melakukan pengujian pengaruh pengetahuan keuangan, perilaku keuangan, dan pendapatan terhadap kepuasan keuangan pada karyawan bagian produksi PT Sarana Karya Utama. Penelitian ini menggunakan metode kuantitatif. Populasi pada penelitian ini karyawan bagian produksi PT Sarana Karya Utama yang berjumlah 52 orang, sedangkan pengambilan sampel menggunakan teknik probability sampling. Alasannya adalah karena pengambilan sampel dari populasi kurang dari 100 sampel yang diteliti peneliti adalah 52 karyawan produksi. Teknik analisis menggunakan uji instrumen, uji asumsi klasik, dan uji hipotesis. Untuk alat bantu uji menggunakan Statistical Package For The Social Sciences (SPSS). Hasil dari penelitian ini menunjukkan bahwa Pengetahuan keuangan memiliki pengaruh terhadap kepuasan keuangan, Perilaku keuangan memiliki pengaruh terhadap kepuasan keuangan, Pendapatan memiliki pengaruh terhadap kepuasan keuangan.

Kata kunci: Pengetahuan, Perilaku, Pendapatan, Kepuasan.

ABSTRACT

The background in this research is that the employees in this production section are not able to manage their personal finances, so they experience financial dissatisfaction. Many factors influence financial satisfaction, one of which is income, financial knowledge, and financial behavior. This study aims to examine the effect of financial knowledge, financial behavior, and income on financial satisfaction in production employees at PT Sarana Karya Utama. This research uses quantitative methods. The population in this research is employees of the production department of PT Sarana Karya Utama, totaling 52 people, while taking samples using probability sampling technique. The reason is because taking samples from a population of less than 100 samples studied by researchers are 52 production employees. The analysis technique uses instrument test, classic assumption test, and hypothesis test. For test aids using the Statistical Package For The Social Sciences (SPSS). The results of this study indicate that financial knowledge has an influence on financial satisfaction, financial behavior has an influence on financial satisfaction, income has an influence on financial satisfaction.

Keywords: Knowledge, Behavior, Income, Satisfaction

INTRODUCTION

The industrial world is currently entering the era of the industrial revolution 4.0. In the era this happens automation and data exchange in the factory technology that includes cyber-physical systems and the internet for all forms of cloud computing (cloud computing) to cognitive computing.

At this time the workforce in Indonesia is being faced with challenges poor financial management that results in consumptive behavior. Consumptive behavior occurs because society has materialistic tendencies, hedonism and a great desire to own things without attention to needs and most purchases made are driven desire to fulfill desire pleasure only. Such behavior can cause economic problems for the family and have an even more severe impact if the fulfillment is using improper methods, such as corruption and other criminal acts. This can be minimized with effective and efficient financial management to achieve financial goals. Everyone has financial goals to fulfill all needs and wants (Andini 2018).

PT. Sarana Karya Utama, also known as Sakatama Established in April 2003. It is a Toll Industry Manufacturing in ready-to-drink powder and liquid products in Indonesia.

PT Sarana Karya Utama revenue data is shown by the movement of revenue which has decreased which is quite fluctuating. In the last three months from February to April Employee income fluctuates, this is due to productivity employee performance decreases so that employees do not reach the targets given by the company. The decline in employee performance productivity resulted in the company experiencing a decrease in product demand from customers. This causes a decrease in income for employees, especially in the production section. Based on the description of the data that has been explained in the background, namely the employees of the production section of PT Sarana Karya Utama that they are capable of managing their personal finances. However, they experience financial dissatisfaction, because of consumptive behavior and lack of knowledge of financial management. So the researcher is interested in conducting research entitled "The Influence of Financial Knowledge, Financial Behavior, and Income on Financial

Satisfaction in Employees of the Production Section of PT. Sarana Karya Utama.

LITERATURE REVIEW

Financial Knowledge

According to Teae and Kumar (2019:10), Handayani (2020) Financial knowledge is process by individuals to increase understanding of financial products, concepts, and information also develop skills and become aware of risks and opportunities finance, make the right decisions And understand How method support And take other Actions to prove financial well-being. understanding are consistently more satisfied with their quality of life as a result of their thorough understanding of their current financial situation and how to handle it. So if individuals or families are able to manage financial knowledge well and use their money wisely, namely only to meet the needs needed, the desired goals will be achieved.

This is in line with the research of Darmawan and Pamungkas (2019) in their research stating that financial knowledge has a positive and significant effect on financial satisfaction.

H1: It is suspected that financial knowledge has

an influence on financial satisfaction for employees in the production division of PT Sarana Karya Utama.

Financial Behavior

According to Santoso & Handayani (2019) financial management is an action to assist planning, problem solving and decision making. 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. By having good financial behavior, individuals can avoid unlimited consumer behavior. With financial behavior, individuals can better plan and manage their finances in different expenditure items with balanced proportions.

This is in line with research by Astuti (2015), that financial behavior has a significant influence on financial satisfaction because people who have positive financial behavior

tend to be financially satisfied.

H2: It is suspected that financial behavior has an influence on financial satisfaction to employees of the production division of PT Sarana Karya Utama.

Income

Income is the total amount of money received by a person within a certain period of time, usually one year (Herlindawati, 2015). income has the greatest impact on a person's financial satisfaction, meaning that when individual income increases, financial satisfaction will also increase.

This is in line with the research of Wahab et al., (2019) from the results of the study that income has a positive and significant effect on financial satisfaction.

H3: It is suspected that income has an influence on financial satisfaction employees of the production division of PT Sarana Karya Utama.

METHODS

In this study the approach used is a quantitative approach. The research location was carried out at PT Sarana Karya Utama which is on Jalan Kig Raya Selatan Kavling A No.4, Gresik Industrial Estate, Rarangkuwung, Tlogopojok, Gresik, Gresik Regency, East Java 61121.

The population in this study were employees of the production division of PT Sarana Karya Utama in Gresik, totaling 52 employees. The sampling technique in this study is probability sampling. if the total population is less than 100 people, then the total number of samples taken. Based on this research, because the total population is not greater than 100 respondents, the authors take 100% of the total population in the production section of PT Sarana Karya Utama, namely as many as 52 respondents.

The type of data to be used is primary data. Primary data is data that comes from the original or first source which is obtained directly by researchers from the field or research object according to the variables studied and then processed.

The data collection technique used was by distributing questionnaires. The response of each indicator uses a Likert scale measurement

scale as follows: strongly agree (5), agree (4), undecided (3), disagree (2), strongly disagree (1) (Sugiyono, 2013; 133). The method used in this study is multiple linear regression, to determine the effect of financial knowledge (X1), financial behavior (X2), and income (X3), on financial satisfaction (Y). The formula used in multiple linear regression is as follows:

$$Y = \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + e$$

RESULTS AND DISCUSSION

Validity test

Table 1 Validity Test Results

Variable	Good s	Rcount	Rtable	Information
Financial Knowledge (X1)	X1.1	0.954	0.279	VALID
	X1.2	0.933	0.279	VALID
	X1.3	0.974	0.279	VALID
	X1.4	0.893	0.279	VALID
Financial Behavior (X2)	X2.1	0.946	0.279	VALID
	X2.2	0.946	0.279	VALID
	X2.3	0.952	0.279	VALID
	X2.4	0.907	0.279	VALID
Income (X3)	X3.1	0.902	0.279	VALID
	X3.2	0.835	0.279	VALID
	X3.3	0.568	0.279	VALID
Financial Satisfaction (Y)	Y1	0.980	0.279	VALID
	Y2	0.958	0.279	VALID
	Y3	0.899	0.279	VALID
	Y4	0.980	0.279	VALID

Based on the SPSS results table above, the questionnaire containing 4 variables contained 15 questions which had been filled in by 52 correspondents in this study indicating that r count > from r table / can be declared valid.

Uji Relibilitas

Table 2 Reliability Test Results

Variable	Cronbach Alpha Kritis	Mark	Information
Financial Knowledge (X1)	0,955	0,60	Reliable
Financial Behavior (X2)	0,954	0,60	Reliable
Income (X3)	0,653	0,60	Reliable
Financial Satisfaction (Y)	0,967	0,60	Reliable

Based on the results table from the reliability test, it can be explained that the Cronbach alpha value is greater than 0.60, so it can be concluded that the overall variables in the questionnaire are reliable. So the questionnaire in this study is consistent if the measurements are repeated and under the same conditions.

Normality test

Table 3 Asymp Normality Test Results

Variable	Asymp Sig. (2-tailed)	Conclusion
Financial Knowledge (X1)	0,200	Normal Distributed Data
Financial Behavior (X2)		
Income (X3)		

Based on the output table above, the results of the normality test using the One-Sample Kolmogrov – Smirnov test produce an Asymp Sig of 0.200, which means that the value is greater than 0.05. Based on the provisions of the normality test, it can be concluded that the regression residual values in this study are normally distributed.

Multicollinearity Test

Table 4 Multicollinearity Test Results

Variable	Tolerance	VIF
Financial Knowledge (X1)	0,996	1,004
Financial Behavior	0,995	1,005

(X2)		
Income (X3)	0,999	1,001

Based on the results table from the multicollinearity test, it can be seen if the Tolerance value is > 0.10, namely the Tolerance value from financial knowledge (0.996), financial behavior (0.995), income (0.999). The VIF value < 10.00 is the VIF value of financial knowledge (1.004), financial behavior (1.005), income (1.001) and it can be concluded that there are no symptoms of multicollinearity among the independent variables.

Heteroscedasticity Test

Table 5 Heteroscedasticity Test Results

Variable	Sig	Conclusion
Financial Knowledge (X1)	0,757	There are no symptoms of Heteroscedasticity
Financial Behavior (X2)	0,758	There are no symptoms of Heteroscedasticity
Income (X3)	0,828	There are no symptoms of Heteroscedasticity

Based on the test results above, it shows that the Glejser test results can known sig > 0.05. For a sig value of Financial Knowledge of 0.757, the sig Financial Behavior is 0.758 and the sig value of Income is 0.828 it can be concluded that there are no symptoms of heteroscedasticity in the three variables independent.

Multiple Linear Regression Test

Table 6 Multiple Linear Regression Test Results

Model	Unstandardized Coefficients B	Significance
Financial Knowledge (X1)	0.648	0.000
Financial Behavior (X2)	0.229	0.004
Income (X3)	0.506	0.004

$$Y = 0.648X_1 + 0.229X_2 + 0.506X_3 + e$$

The regression equation above has the following meaning:

1. The value of β_1 = financial knowledge (X1) is 0.648
This means that there is a positive relationship between financial knowledge and financial satisfaction (Y), the lower the financial knowledge provided, the lower the financial satisfaction. Where if employees have good financial knowledge it will produce good financial satisfaction as well.
2. The value of β_2 = Financial Behavior (X2) is 0.229
This means that there is a positive relationship between financial behavior and financial satisfaction (Y), the higher the financial behavior, the lower the financial satisfaction. Where if the lower the financial behavior, the higher the financial satisfaction.
3. The value of β_3 = income (X3) is 0.506
This means that there is a positive relationship between income and financial satisfaction (Y), the higher the income, the lower the financial satisfaction. Where the lower the income, the higher the opportunity to experience financial satisfaction.

Coefficient of Determination (R²)

Table 7 Test Results for the Coefficient of Determination (R²)

Variable	Adjusted R Square	Percentage
Financial Knowledge (X1)	0,595	5,95%
Financial Behavior (X2)		
Income (X3)		

Based on the table above, it shows that the results of the analysis of the Determination test (R²) obtained an R value of 0.595 or 59.5% meaning that the variables of financial knowledge (X1), financial behavior (X2), and income (X3) are able to explain the financial satisfaction variable of 59, 5% while the

remaining 40.5% can be explained by other factors outside of this study.

Significance Test (Uji-t)

Table 8 Significance Test Results (t-test)

Significant	Significant	Results
Financial Knowledge (X1)	.000	Significant
Financial Behavior (X2)	.004	Significant
Income (X3)	.004	Significant

Based on the table above it can be seen:

- a. Financial Knowledge
Significant t < significant value 0.05 or .000 < 0.05, it can be concluded that H0 is rejected and H1 is accepted, which means that financial knowledge has a positive and significant effect on financial satisfaction.
- b. Financial Behavior
Significant t < significant value 0.05 or .004 < 0.05, it can be concluded that H0 is rejected and H2 is accepted, which means that financial behavior has a positive and significant effect on financial satisfaction.
- c. Income
Significant t < significant value 0.05 or .004 < 0.05, it can be concluded that H0 is rejected and H3 is accepted, which means that income has a positive and significant effect on financial satisfaction.

Effect of Financial Knowledge on Financial Satisfaction

According to Halim & Astuti (2015), Dr. Selda Coskuner (2016), Kumar Saurabh and Tanuj Nandan (2018), and Darmawan and Pamungkas (2019) which state that financial knowledge has a positive and significant effect on financial satisfaction. The results of this study differ from research conducted by Pratiwi (2019) which explains that financial knowledge has an insignificant effect on financial satisfaction. The differences in the results of these studies are found in the indicators of research variables used by researchers so that different research results are obtained.

The results of this study indicate that

financial knowledge has a positive and significant effect on financial satisfaction. This shows that in this study the financial knowledge variable can be a factor that influences financial satisfaction.

Effect of Financial Behavior on Financial Satisfaction

This is supported by research conducted by Halim & Astuti (2015), which states that financial behavior has a positive and significant influence on financial satisfaction because people who have positive financial behavior tend to be financially satisfied. The results of this study differ from research conducted by Sherly and Pamungkas (2020) which explains that financial behavior has no effect on financial satisfaction. The differences in the results of these studies are found in the indicators of research variables used by researchers so that different research results are obtained.

The results of this study indicate that financial behavior has a positive and significant effect on financial satisfaction. This shows that in this study the financial behavior variable can be a factor that influences financial satisfaction. A positive direction means that the better the individual's financial behavior, the higher their level of satisfaction or their financial condition.

Effect of Income on Financial Satisfaction

According to Wahab et al. (2019), which states that income has a positive and significant effect on financial satisfaction. The results of this study indicate that income has a positive and significant effect on financial satisfaction. This shows that in this study the income variable can be a factor that influences financial satisfaction.

So it can be concluded that if income is greater, it will affect financial satisfaction and if income is smaller, it will have a negative effect on financial satisfaction, because most people with low income are on average dissatisfied with their financial condition, and vice versa. This means that income that is in accordance with the work of employees will support the fulfillment of material and non-material needs, conversely if the income is not appropriate it will affect material needs and non-material needs.

CONCLUSION

Based on the results of data analysis and interpretation of the results, this study can be concluded as follows: 1) Financial knowledge has an influence on financial satisfaction PT. Sarana Karya Utama Gresik. 2) Financial behavior has an influence on financial satisfaction in PT. Sarana Karya Utama Gresik. 3) Income has an influence on financial satisfaction of employees production department PT. Sarana Karya Utama Gresik.

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