

The Effect of Financial Behavior, Financial Literacy, and Financial Knowledge on Employee Financial Satisfaction at PT Birawa Eka Sapta Gresik

Jessica Novia Farhen¹
Anita Handayani¹

¹Management Study Program, Faculty of Economics and Business
Universitas Muhammadiyah Gresik, East Java, Indonesia,
E-mail:jessicafarhen@gmail.com

ABSTRAK

Latar belakang pada penelitian ini berdasarkan hasil pra survei tentang kepuasan keuangan pada karyawan PT Birawa Eka Sapta Gresik menunjukkan ketidakpuasan. Penelitian ini bertujuan untuk melakukan pengujian Pengaruh Perilaku Keuangan, Literasi Keuangan, Dan Pengetahuan Keuangan Terhadap Kepuasan Keuangan Karyawan Pada PT Birawa Eka Sapta Gresik. Penelitian ini menggunakan metode kuantitatif. Populasi pada penelitian ini karyawan PT Birawa Eka Sapta Gresik yang berjumlah 60 orang, sedangkan pengambilan sampel menggunakan teknik Non Probability Sampling dengan menggunakan sampel jenuh. Alasannya adalah karena pengambilan sampel dari populasi kurang dari 100 Sampel yang diteliti peneliti adalah 60 karyawan. 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 Perilaku Keuangan, Literasi Keuangan, Dan Pengetahuan Keuangan berpengaruh positif dan signifikan Terhadap Kepuasan Keuangan Karyawan.

Kata Kunci: Perilaku Keuangan, Literasi Keuangan, Pengetahuan Keuangan Dan Kepuasan Keuangan

ABSTRACT

The background in this study based on the results of a pre-survey on financial satisfaction of employees of PT Birawa Eka Sapta Gresik showed dissatisfaction. This study aims to examine the effect of financial behavior, financial literacy, and financial knowledge on employee financial satisfaction at PT Birawa Eka Sapta Gresik. This study uses quantitative methods. The population in this study was the employees of PT Birawa Eka Sapta Gresik, amounting to 60 people, while the sample was taken using 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 60 employees. The analysis technique uses instrument test, 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 financial behavior, financial literacy, and financial knowledge have a positive and significant effect on employee financial satisfaction.

Key words: Financial Behavior, Financial Literacy, Financial Knowledge and Financial Satisfaction

INTRODUCTION

Financial satisfaction is seen as important for every individual, even problems regarding finances are the main cause of satisfaction according to (Falahati, 2017). Financial satisfaction felt by individuals will be a determinant in increasing satisfaction so that it has an impact on life satisfaction. However, when individuals experience financial difficulties and dissatisfaction, individuals will experience negative conditions

such as stress and depression. This then becomes evidence that life satisfaction including financial satisfaction can affect the quality of life according to (Michalos, 2018).

PT Birawa Eka Sapta is a company engaged in Outsourcing services which was established in 2020. The emergence of this company stems from the desire to handle more in the field of Outsourcing. Considering the lack of outsourcing companies that specifically

seriously handle their workforce or supervisory staff in carrying out their duties and obligations. In general, these employees are only provided with problems that are technical in nature, while non-technical problems are not paid attention to, the reason for choosing the object of research on employees of PT Birawa Eka Sapta Gresik is that when researchers are interns at the company, many employees complain about their financial satisfaction, financial satisfaction shown by data from surveys obtained by employees of PT Birawa Eka Sapta Gresik in 2021.

Table 1: Pre-Survey Data on Financial Satisfaction of PT Birawa Eka Sapta Gresik Employees in 2021

No	Statement	No	(%)	Yes	(%)
1	I am satisfied with the amount of savings I have that can meet my needs	20	80	5	20
2	I am satisfied because I can pay my bills on time every month	18	72	7	28
3	I am satisfied with the amount of income I earn	19	76	6	24
4	I am satisfied with my current financial condition	19	76	6	24
5	I am satisfied because I can have some valuable assets	17	68	8	32
6	I am satisfied with my savings for emergencies	5	20	20	80
7	I am satisfied with my ability to manage finances	16	64	9	36
8	I am satisfied with my purchasing power	21	84	4	16

Based on table 1 of survey data distributed by researchers to 25 employees of PT BirawaEkaSapta Gresik in 2021 regarding financial satisfaction, from the first statement item stating dissatisfaction with the amount of savings balance held, the second statement item expressing dissatisfaction with paying

bills on time every month, the third item expressed dissatisfaction with the amount of income earned, the fourth item expressed dissatisfaction with their financial condition, the fifth item statement states dissatisfaction with having several valuable assets, the sixth item states satisfaction with savings funds, the seventh item states dissatisfaction with the ability to manage finances, and the eighth item expresses dissatisfaction with purchasing power, from the statement items distributed by researchers many employees who answered dissatisfied and few who answered satisfied. It can be concluded that the employees of PT BirawaEkaSapta Gresik are not satisfied in their finances.

Previous research studies related to financial behavior have been carried out such Saepuloh & Sukaris (2019), Other research from Sukaris (2019) which states that financial knowledge influences the management behavior of millennial generation, financial attitudes influence the behavior of the financial management of millennial generations. So that it can be concluded that financial knowledge and attitudes towards finance are important antecedents of millennial generation financial management behavior because financial knowledge and financial attitudes influence the behavior of millennial generation financial management.

Financial behavior is one of the things that individuals do to increase financial satisfaction. However, financial behavior that tends to be consumptive can lead to various irresponsible financial behaviors such as a lack of savings, investment, emergency fund planning, and budgeting for the future according to (Herdjiono and Damanik, 2016). OJK (2017) Financial literacy is defined as the level of knowledge (knowledge), skills (skills), confidence (confidence), which affects attitudes and behavior to improve the quality of decision making and financial management in order to achieve prosperity. Financial knowledge is a person's mastery of various things about the financial world (Kholilah and

Iramani, 2018), so financial knowledge is the basis for mastering individual knowledge in terms of financial knowledge and financial concepts in general.

Based on the background of the problem, the formulation of the problem in this study is whether the influence of financial behavior on financial literacy and financial knowledge on employee financial satisfaction at PT Birawa Eka Sapta Gresik.

The purpose of this study was to analyze the effect of financial behavior on financial literacy and financial knowledge on employee financial satisfaction at PT Biraw Eka Sapta Gresik.

LITERATURE REVIEW

Financial Behavior

According to Joo and Grable (2018) that people who have positive financial behavior such as making price comparisons for purchasing expensive goods, paying debt bills on time, and planning monthly finances will affect a person's level of financial satisfaction. For example, a person who is late in paying credit will be subject to a fine that will make that person feel dissatisfied with his financial condition and also state that financial behavior has a more significant and direct impact on financial satisfaction when compared to income level or other demographic factors. This is in line with the research of Sari and Wiyanto (2020) which states that financial behavior has a significant effect on financial satisfaction. The results of this study indicate that partially there is a significant influence between financial behavior on financial satisfaction.

H1: The financial behavior variable has a positive effect on financial satisfaction.

Financial Literacy

According to Atkinson and Messy (2017), a high level of financial literacy is a basic need for everyone to avoid financial problems. Financial difficulties are not caused by income alone (low income), financial

difficulties can also arise if there are errors in financial management such as misuse of credit, lack of financial planning and not having savings. So having high literacy is vital to get a prosperous life for the community with a high level of financial literacy which has the potential to provide higher productivity values. In addition, financial literacy needs to be applied more broadly to form a society that has higher competitiveness in realizing financial prosperity, without exception. Financial literacy is a combination of awareness, knowledge, behavioral skills, and habits needed to make the right financial decisions, and ultimately achieve a satisfactory financial condition. This is in line with Novi's research (2019) which states that financial literacy has a significant effect on financial behavior. The results of this study indicate that partially there is a significant influence between financial literacy on financial satisfaction.

H2: Financial literacy variable has a positive effect on financial satisfaction.

Financial Knowledge

According to Hilgert and Hogart (2018), financial knowledge is knowledge referring to what individuals know about personal financial matters, as measured by their level of knowledge about various personal finance concepts. the ability to understand, analyze, and manage finances to make the right financial decisions to avoid financial problems. someone who has financial knowledge is more likely to behave financially in financially responsible ways. The higher one's financial knowledge, the more focused financial behavior, such as paying bills on time, recording monthly expenses, and having a reserve fund for emergency conditions will increase one's financial satisfaction. This is in line with Anugrah's research (2021) which states that financial knowledge has a significant effect on financial satisfaction. The results of this study indicate that partially there is a significant influence between financial knowledge on financial satisfaction.

H3 : The variable of financial knowledge has a positive effect on financial satisfaction..

Financial Satisfaction

According to Sahi (2018), financial satisfaction is the satisfaction felt by individuals with regard to various aspects of their financial condition.

METHOD

The researchers use this type of quantitative research. The location of this research is Jl. Rajawali VI No.1, Suci, Kec. Manyar, Gresik Regency, East Java 61151. The population in this study were 60 permanent employees of PT BirawaEkaSapta Gresik. In this study the sampling used is In this study the sampling used is by using non-probability sampling technique, namely by using saturated sampling. The reason is because the total population is less than 100, then the entire population is taken, the sample in this study were 60 permanent employees of PT BirawaEkaSapta Gresik. In this study, primary data was obtained through several statements through questionnaires given to respondents, namely employees of PT BirawaEkaSapta. The source of this research data was obtained from the HR division and respondents' answers from employees of PT BirawaEkaSapta Gresik. PT BirawaEkaSapta Gresik which aims to get answers from respondents. The method used is multiple linear regression analysis. This analysis is to determine the relationship between the independent and dependent variables. In addition, multiple linear regression is used to test the truth of the hypothesis proposed in the study.

RESULTS

The Effect of Financial Behavior on Financial Satisfaction

Financial behavior has a positive effect on financial satisfaction. The results of this analysis show a positive direction, meaning that the higher the financial behavior, the

higher the financial satisfaction. Significant results indicate that the financial behavior variable is able to be a determining factor for the financial satisfaction variable.

The Effect of Financial Literacy on Financial Satisfaction

Financial literacy has a positive effect on financial satisfaction. The results of this analysis show a positive direction, meaning that the higher the financial literacy, the higher the financial satisfaction. Significant results indicate that the financial literacy variable is able to be a determining factor for the financial satisfaction variable.

The Effect of Financial Knowledge on Financial Satisfaction

Financial knowledge has a positive effect on financial satisfaction. The results of this analysis show a positive direction, meaning that the higher the financial knowledge, the higher the financial satisfaction. The significant results indicate that the financial knowledge variable is able to be a determining factor for the financial satisfaction variable.

CONCLUSION

Berdasarkan hasil pembahasan dan interpretasi hasil dapat disimpulkan sebagai berikut : 1) Perilaku keuangan berpengaruh positif dan signifikan terhadap kepuasan keuangan PT Birawa Eka Sapta Gresik; 2) Literasi Keuangan berpengaruh positif dan signifikan terhadap kepuasan keuangan PT Birawa Eka Sapta Gresik; and 3) Pengetahuan keuangan berpengaruh positif dan signifikan terhadap kepuasan keuangan PT Birawa Eka Sapta Gresik.

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