



An analysis of employee welfare levels study at trimega bangun persada company

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ABSTRACT

The purpose of this study was to find out how the influence of education level on the welfare of employees at PT. Trimega Bangun Persada, and also to find out how long working hours affect the welfare of employees at PT. Trimega Bangun Persada analysis tool used is Multiple Linear Regression analysis tool, with a total sample of 50 (fifty) employees. The results of this study indicate that: The level of education has a significant positive effect on the dependent variable or welfare. Which means increasing the level of education will affect the level but welfare of employees. Significantly and positively too, the variable length of work has an effect on well-being. Which means that the length of time working can affect the level of employee welfare.

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1. INTRODUCTION

The Asian Financial Crisis which in the late 1990s caused the unemployment rate in Indonesia to increase and the number of workers who had to work below their abilities also increased, many workers lost their jobs. Particularly workers who are in urban areas, causing the movement of workers from urban to rural areas and joining the informal sector in villages or cities until now is still more dominant in Indonesia's economic development (Noviyanti A. 2017).

Since mid-1997 the Indonesian economy began to experience a downturn. The economic situation was getting worse and welfare was decreasing, causing an increase in unemployment. As a result, economic growth is very limited in terms of per capita income which has tended to worsen since the 1997 crisis, but the government is trying to improve the welfare of people's lives. By reviewing five sectors, namely employment, basic needs, public facilities, education and health (Noviyanti, 2017).

Slowly unemployment in Indonesia has decreased, around two million Indonesians move into the world of work each year, this is a challenge for the Indonesian government in creating new jobs so that the job market can absorb job seekers who are continuing to add youth unemployment every

year. (mostly those who have just graduated from college) is one of the main concerns and this requires fast action in making policies to achieve a level of welfare (Noviyanti, 2017).

In the Law of the Republic of Indonesia concerning employment, namely Law number 13 of 2003 article 1 paragraph 30-31 regarding wages/salaries and workers' welfare, which contains Wages are the rights of workers/laborers who are received and expressed in the form of money as compensation from companies or employers. work for workers/laborers who are determined and paid according to a work agreement, agreement, or laws and regulations, including allowances for workers/laborers and their families for work and/or services that have been or will be performed. Welfare of workers/laborers is a fulfillment of needs and/or needs that are both physical and spiritual, both within and outside the employment relationship, which can directly or indirectly increase work productivity in a safe and healthy work environment.

The company's right to place employees according to ability and expertise. So as to achieve high morale participation, increased employee motivation, effective employee communication . The company must provide employees with income in accordance with their position, level of education and the responsibilities they carry. appreciation is one of the fundamental elements to be able to motivate increased productivity of human resources so that it affects company growth (Sulastri , 2018)

Determining wages is very important. Because the standard of wages determines the standard of living of an employee. Meanwhile, if the employee's welfare is fulfilled in terms of physical and spiritual needs or needs, both inside and outside the work relationship, either directly or indirectly, then the productivity of his employees can increase.

PT Trimega Persada Building is PT. which has high productivity and has employees who have reached 967 people in 2017 -2021 . Thus, it is impossible for PT Trimega Bangun Persada to progress without high employee discipline and employee hard work so as to achieve effective goals for PT Trimega Bangun Persada. Therefore the spearhead of PT. Trimega Bangun Persada is its employee. So it is very important for the owner of PT. Trimega Bangun Persada, this can pay attention to the condition of its employees. Included in welfare so that productivity continues to increase.

In North Maluku Harita Nickel carries out mining exploration and production operations through the company PT Trimega Bangun Persada. It has 967 employees in 2017-2021. On Obi Island, South Halmahera, among others: (1) Loji Block. Kawasi Village, Obi District, South Halmahera Regency Based on the Decree of the South Halmahera Regent No. 90 of 2007 has an area of 1.1 28.23.

Based on initial observations of the number of employees at PT. Trimega Bangun Persada namely:

Table 1. Data on the Number of Employees, Level of Education and Monthly Income of PT. Trimega Builds Persada from 2017-2021

Year	Number of employees	Level of education	Monthly Income
2017	650	S2	Rp. 9,000,000
2018	760	S1	Rp. 6,000,000
2019	520	SENIOR HIGH SCHOOL	Rp. 4,000,000
2020	820	JUNIOR HIGH SCHOOL	Rp. 3,000,000
2021	967	SD	Rp. 3,000,000
The total number of employees for 2014-2018 reached 967			

Source: PT. Trimega Bangun Persada, 2021

At PT Trimega Bangun Persada in 2017 the number of employees was 650 until 2018 there was a tendency to increase by 760 but in 2019 the number of employees decreased by 520 until in 2020 the increase in the number of employees was relatively high to 820 because PT. Trimega Persada Building has built a smelter factory so it requires a large number of employees. Until 2021 the number of employees will increase to 967 employees. However, it can be seen by the level of education that the master's degree earns a wage/salary of Rp. 9,000,000, but judging by the level of education S1 earns a wage/salary of Rp. 6,000,000, high school education level earns a wage/salary of Rp. 4,000,000 while the income level for SMP and SD is IDR 3,000,000.

It can also be used to describe the extent of the role or participation of employees in order to increase company revenue. conversely, if the company makes a profit, the welfare and a decent life can be felt by employees and is also one of the goals of economic development that is being implemented. When associated with PT. Trimega Bangun Persada, there is a big opportunity for economic development. With the increasing role of the mining sector, efforts to improve employee welfare can be realized.

Seeing the introduction above, there are questions that must be answered and become a problem in this study, namely: how does the level of education affect the welfare of employees at PT. Trimega Bangun Persada, and how long work influences the welfare of employees at PT. Trimega Builds Persada? Therefore, the authors feel the need to do an analysis to find out f the factors that affect the welfare of employees at PT. Trimega Bangun Persada.

2. RESEARCH METHODS

The research location is a place or area where the research was carried out, the research location was carried out at PT. Trimega Bangun Persada which is located in Obi, South Halmahera Regency.

Population and Sample

a. Population

Population is a generalization area consisting of objects and subjects that have certain qualities and characteristics that are determined by researchers to be studied and then drawn conclusions.

b. Sample

In this study the samples were taken using *purposive sampling*. *Purposive* sampling is a sampling technique based on certain considerations (Sugiyono, 2013).

1. Data Types and Sources

The type and source of data used in this research is quantitative and the data used in this research is primary data using a questionnaire, while secondary data using time series data over a period of five years, from 2014-2018. About the level of education and length of work on the welfare of employees obtained from PT. Trimega Bangun Persada with the help of previous books, internet, and journals related to this research , in detail the data used are:

1. Education level data from 2017 -2021 .
2. Old data working from 2017 -2021 .
3. Monthly employee income data

Data Collection Techniques

a. Observation

"As a data collection method, observation is usually interpreted as systematic observation and recording of the elements that appear in a symptom on the object of research." (Widoyoko, 2013: 46).

b. Interviews (*Interviews*)

"Interviews are often also called interviews or oral questionnaires, is a dialogue conducted by the interviewer (*interviewer*) to obtain information from the interviewer (*interviewer*)". (Arikunto, 2013:198). So interviews can be conducted in a structured or unstructured manner, and can be

conducted face to face or by telephone. In this research, it was conducted through direct face-to-face meetings with employees of PT. Trimega Bangun Persada.

c. Questionnaire (Questionnaire)

Questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to respondents to answer (Sugiyono, 2014: 142). Meanwhile, according to Widoyoko (2013: 33) "questionnaire or questionnaire is a data collection method that is carried out by giving a set of questions or written statements to respondents to give responses according to user requests".

4. Analysis Models

In this study, data analysis was carried out using a data management application called SPSS. However, manual search formulas are also explained. To measure the factors that affect the welfare of employees at PT. Trimega Bangun Persada. So first use the formulation to find the relationship between the independent variables and the dependent variable which is divided into two elements (X_1) Education Level (X_2) Years of Service and the dependent variable (Y) Employee welfare. By using multiple linear regression, normality test, linearity test, multicollinearity test, heteroscedasticity test

5. Multiple Linear Regression Analysis

This method is useful to determine how much influence the level of education and length of work. on the welfare of employees at PT. Trimega Bangun Persada, used multiple linear regression analysis method. In order for the results obtained to be more focused, the authors use the help of the SPSS *software program*. The multiple regression model used is:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Where :

Y = Welfare

X_1 = education level

X_2 = working time

α = Intercept / Constant

β_1 - β_2 = Regression coefficient

e = Error (interference error)

Definition of Welfare

The level of welfare is a concept that is used to improve the quality of life of a community or individual in an area at a certain time . The word prosperous itself is a word that comes from Sanskrit (prosperous) which means peace, security, security, or pleasure . , and so on "based on that understanding, welfare is defined as a condition or condition where a person is covered by a sense of security, peace, prosperity, safety or freedom from all kinds of disturbances and difficulties. This is often manifested in the form of health problems, pleasure disorders or work disorders and so on

Factors that affect well-being

Determining family welfare and how to measure it is difficult to formulate thoroughly. This is because the problem of a prosperous family does not only concern problems per area, but involves various complex areas of life. The level of welfare of a household can be clearly measured by the amount of income received by the household. However, it is not only the amount of income that can measure the level of a person's welfare according to the people's welfare indicator BPS (2016) "Welfare can be measured from various aspects including population, health and nutrition, education, employment, levels and patterns of consumption, housing and the environment, other social and poverty".

Level of education

The definition of education according to George F. Kneller 1964 education means broad and narrow. Education is defined as an action or experience that influences the development of the soul,

character, or individual physical abilities. In a narrow sense education is a process of transforming knowledge, values and skills from generations carried out by the community through educational institutions such as schools of higher education or other institutions.

Types of Education

1. Formal education

Namely a structured and tiered educational path consisting of basic education, secondary education, and higher education

2. Informal education

Informal education is a process that lasts throughout the ages so that everyone acquires attitudes, skills and knowledge values originating from daily life experiences, environmental influences, family life influences, relationships with neighbours, work and play environments, markets, libraries and the mass media. Informal educational activities carried out by the family and the environment are in the form of independent learning activities.

Length of work

Length of work is the length of time that a person has passed since starting a job. Length of work can describe a person's experience in mastering the field of work. In general, officers with a lot of work experience do not need guidance compared to officers with little work experience. According to Ranupendoyo and Saud (2005), the longer a person works in an organization or a company, the more experienced the person is, so as to create a better job.

Old Working Factors

work factors including Handoko (2017),

- 1) Job satisfaction level
- 2) Work environment stress
- 3) Career development
- 4) Work compensation

Product Working Age Limitation

The theory of career development stages put forward by Donald and Super states that a person's career development has started since mid-adolescence where a person begins to determine the type of work that is suitable for him according to the reality that is faced at that time, the educational process he is undergoing is adjusted according to the circumstances, personal abilities and skills possessed (Gibson 2009).

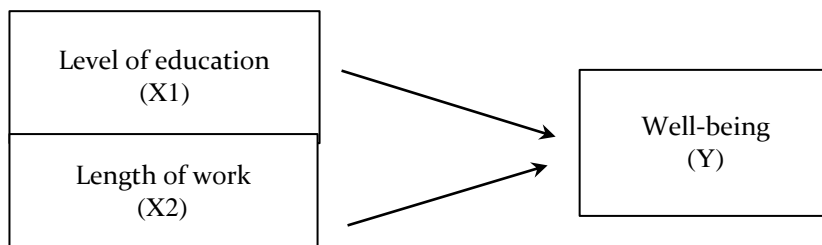


Figure 1
Thinking Framework

Information:

- = state the influencing factors
- = express influence

The hypothesis is a temporary answer to the formulation of the research problem where the formulation of the research problem has been stated in the form of a question sentence. It is said

temporarily because the answers given are only based on relevant theories not yet based on empirical facts obtained through data collection.

Based on the formulation of the problem and the above framework of thinking, the hypothesis that the authors propose is "there is an influence from education, and length of work on employee welfare".

1. Allegedly the level of education affects the welfare of employees.
2. Allegedly long working can affect the welfare of employees.

3. RESULTS AND DISCUSSIONS

The Effect of Education Level on Employee Welfare at PT. Trimega Bangun Persada Kawasi Village .

Based on the test results, it is known that the level of education has a significant positive effect on employee welfare, meaning that an increase in education level will be followed by a significant increase in employee welfare. This is in accordance with George F. Kneller's theory which states that education is a conscious effort that prepares students to begin guidance, teaching and training activities for their future roles. and this research is also supported by research conducted by Dewi (2013) and Ketut (2016) which concluded that the level of education has a significant positive effect on employee performance.

The Effect of Working Time on Employee Welfare at PT. Trimega Bangun Persada Kawasi Village

Based on the test results, it is known that length of service has a significant positive effect on employee welfare, which means that an increase in length of service will be followed by a significant increase in employee welfare. This is in accordance with research by Bonifasius (2015) and Adibah (2014) which concluded that length of service resulted in increased welfare of employees at PT Trimega Bangun Persada based on. the length of work variable on the welfare variable can be seen that the calculated value for the long working variable is 0.986 greater than t table 0.67964 then H_0 is Rejected, meaning that the length of work has a significant effect on the employee welfare variable, which means that the longer a person works, the more experienced he/she is in carrying out the tasks given by company so that it can increase income/wages if income increases then length of work affects employee welfare.

4. CONCLUSION

Based on the results of the analysis and discussion, the following conclusions can be drawn: the level of education has a significant positive effect on the dependent variable or welfare. Which means increasing the level of education will affect the level of employee welfare. Long working period has a positive significant effect on the dependent variable or well-being. Which means that the length of time working can affect the level of employee welfare.

Given the limitations of the research experienced by researchers, the researchers suggest for future researchers who are interested in similar research themes to: Based on research results that show a positive effect of education level and length of service on employee welfare can be input to always increase employee morale and income so that the welfare of employees increases so that PT Trimega Bangun Persada can also be even more advanced.

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