



Analysis Of The Influence Of Employee Welfare And Social Gap On Loyalty Professional

Zuriani Ritongan¹, Khairulbariah², Nurjannah³, Hayanuddin⁴

¹Program Studi Manajemen, Universitas Islam Kebangsaan Indonesia

²Program Studi Ekonomi Pembangunan, Universitas Almuslim

³Program Studi Akuntansi, Universitas Islam Kebangsaan Indonesia

⁴Program Studi Manajemen, Universitas Labuhan Batu

ARTICLE INFO

Article history:
Received Sept 10, 2022
Revised Nov 20, 2022
Accepted Nov 29, 2022

Keywords:
Job Description
Employee
Performance

ABSTRACT

PT. Syaukath Sejahtera is a plantation company that is professionally managed so that required employees are actually able to work optimally and optimized in order to enhance the company's ability to compete in this globalization era. One of the most important factors are the factors of employees. Improving the quality of human resources can not be separated from the increased loyalty of employees in their work. To support the work of loyalty, then one factor is the level of welfare of employees. With the well-being of employees, it is expected that the work can be accomplished professionalism. Based on the above, the authors were interested in doing research thesis entitled: "The Effect of Employee Welfare and Social Inequality At Work Against Loyalty in PT. Syaukath Sejahtera". The results of this study are the results of the F test showing that the variables jointly employee welfare and social inequalities have a significant effect on loyalty simultaneously work (y). By this it can be concluded that the hypothesis of this study can be proven .. Of the t-value for b1, is greater than the t-table so that the welfare of employees influences on the loyalty of the job, while for b2, the t-count value is greater than the t-table, thus social inequalities influence on job loyalty .

This is an open access article under the [CC BY-NC](https://creativecommons.org/licenses/by-nc/4.0/) license.



Corresponding Author:

Zuriani Ritongan
Program Studi Manajemen
Universitas Islam Kebangsaan Bireuen
Address Jl. Medan B. Aceh, Blang Bladeh, Kec. Jeumpa, Kabupaten Bireuen, Aceh, Indonesia
Email: zuriani2017@gmail.com

1. INTRODUCTION

The development of science and technology has brought changes in almost all aspects of human life with various problems that can only be solved except by mastering and improving science and technology. In addition to the benefits for human life on the one hand, these changes have also brought humans into an era of increasingly fierce global competition. In order to be able to play a role in global competition, as a nation, it is necessary to continue to develop and improve the quality of its human resources. Therefore, improving the quality of human resources is a reality that must be carried out in a planned, directed, intensive, effective and efficient manner in the development process.

PT. Syaukath Sejahtera is a plantation company that is professionally managed so that employees are needed who are truly able to work optimally and optimally in order to improve the company's ability to compete in this globalization era. One of the most important factors is the employee factor. Improving the quality of

human resources is inseparable from increasing employee loyalty to the work they do. To support job loyalty, one of the factors is the level of employee welfare. With the existence of employee welfare, it is hoped that job professionalism can be achieved.

In addition, it is also necessary to pay attention to how social inequality can create intrigue and friction between employees and employees where the portion of cooperation results in decreased employee performance. So it is also necessary to pay attention to how to retain employees who have high loyalty and dedication and have experience and potential in their field of work. Such employees are an important main asset and one of the factors supporting the success of work in running the company.

By minimizing welfare problems between employees and the gaps that occur, PT. Syaukath Sejahtera always tries to look at his achievements, level of education, length of service and position held so that loyalty will be created for the work he is doing and this will also have an impact on increasing the company's work productivity.

Human resources are the most important asset in an organization organization as well as maintaining and developing the organization within various demands of society and time. Good resource performance is essential for organizational survival. If organization If you want to grow rapidly, an organization must have the resources people who are able to display good performance. Performance assessment is actually an assessment of human behavior in carry out the roles they play in the organization because of Organizations are basically run by humans.

In the context of fostering and developing human resources Welfare elements need to be considered seriously because employee welfare is a very decisive factor in Stimulate morale and work productivity of employees. With Increased employee performance can also support or influence welfare of the employee, either directly or indirectly live. Directly, namely by increasing employee salaries, giving bonuses, giving family benefits and bonuses, while indirectly directly, namely by providing opportunities for promotion to positions good performing employees.

In the context of fostering and developing human resources Welfare elements need to be considered seriously because employee welfare is a very decisive factor in Stimulate morale and work productivity of employees. With Increased employee performance can also support or influence welfare of the employee, either directly or indirectly live. Directly, namely by increasing employee salaries, giving bonuses, giving family benefits and bonuses, while indirectly directly, namely by providing opportunities for promotion to positions good performing employees. As for the purpose of this research is to know/to see the effect of employee welfare and social inequality on job loyalty at PT. Syaukath Prosperous.

2. RESEARCH METHOD

Research Data Analysis Techniques

Data Quality Test

According to Indiriantoro and Supomo (2007: 28), there are two concepts for measuring data quality, namely: reliability and validity. That is, a study will produce biased conclusions if the data is less reliable and less valid. While the quality of research data is determined by the quality of the instruments used to collect data.

a. Reliability Test

Reliability testing is carried out to test the consistency of respondents' answers to all questions or statements used, for the purposes of the test. Reliability testing is useful to find out whether the instrument in this case the questionnaire can be used more than once, at least by the same respondent (Umar, 2007: 141).

b. Validity test

Validity testing is carried out to test whether the research instruments that have been compiled are truly accurate, so that they are able to measure what should be measured (the key variable being studied). According to Umar (2007: 142) the validity test is useful to find out whether there are questionnaire questions that must be discarded / replaced because they are considered irrelevant,

Multiple Linear Regression

$Y = a + b_1x_1 + b_2x_2$
 y = Job loyalty
 a = the value of y , if $x_1 = x_2$
 b_1, b_2 = multiple regression coefficients
 x_1 = Employee welfare
 x_2 = Social gap

Hypothesis testing

a. Significance Test (F)

Statistical F test was conducted to see together whether there is a positive or significant effect of the independent variables consisting of employee welfare (x_1), social inequality (x_2), and the dependent variable is job loyalty (y), the hypothesis model used in the test These F-statistics are:

$H_0 : b_1 = 0$, meaning that the independent variables together do not have a positive and significant effect on the dependent variable.

$H_0 : b_1 \neq 0$, meaning that the independent variables together have a positive and significant effect on the dependent variable.

b. Individual Significance Test (t-test)

Conducted to test each independent variable whether there is a positive or significant effect on job loyalty, namely the dependent variable (y). The statistical t test value will be compared with the t table value with an error rate of $\alpha = 5\%$. Test criteria used:

H_0 is accepted if $t \text{ count} < t \text{ table}$

H_a is accepted if $t \text{ count} > t \text{ table}$

c. Determinant Coefficient Test (R^2)

The determinant is used to see how much influence the independent variable has on the dependent variable. In other words, the determinant coefficient is used to measure the influence of the independent variables studied, namely employee welfare (x_1), social inequality (x_2), while the dependent variable is job loyalty (y). The coefficient of determinant (R^2) ranges from zero to one ($0 < R^2 < 1$). This means that if $R^2 = 0$ indicates that there is no effect of the independent variable on the dependent variable and if R^2 is close to 1 it indicates the stronger the effect of the independent variable on the dependent variable.

3. RESULTS AND DISCUSSIONS

Data Quality Test

Validity test

Distribution of special questionnaires in the test of validity and reliability is given to 63 respondents outside of the research respondents.

Table 1. Employee Welfare Validity Test Results

Statement	rcount	rtable	validity
Point 1	0.5578	0.244	Valid
Item 2	0.5128	0.244	Valid
Item 3	0.5566	0.244	Valid
Item 4	0.2662	0.244	Valid
Item 5	0.6438	0.244	Valid
Item 6	0.3104	0.244	Valid
Item 7	0.2656	0.244	Valid
Item 8	0.3375	0.244	Valid
Item 9	0.3778	0.244	Valid
Item 10	0.3620	0.244	Valid

Table 2. Results of the Validity Test of Social Inequality

Statement	rcount	rtable	validity
Point 1	0.4148	0.244	Valid
Item 2	0.3277	0.244	Valid
Item 3	0.5266	0.244	Valid
Item 4	0.4942	0.244	Valid
Item 5	0.3526	0.244	Valid
Item 6	0.3613	0.244	Valid
Item 7	0.3739	0.244	Valid
Item 8	0.2618	0.244	Valid
Item 9	0.3199	0.244	Valid
Item 10	0.3484	0.244	Valid

Table 3. Job Loyalty Validity Test Results

Statement	rcount	rtable	validity
Point 1	0.2973	0.244	Valid
Item 2	0.3377	0.244	Valid
Item 3	0.3444	0.244	Valid
Item 4	0.3118	0.244	Valid
Item 5	0.3570	0.244	Valid
Item 6	0.2825	0.244	Valid
Item 7	0.3032	0.244	Valid
Item 8	0.2900	0.244	Valid
Item 9	0.2561	0.244	Valid
Item 10	0.2916	0.244	Valid

Reliability Test

Table 4. Reliability Test Results

Variable	Number of Questions	Cronbach's Alpha	Information
Employee welfare (x1)	10	0.7417	Well
Social divide (x2)	10	0.7069	Well
Job loyalty (y)	10	0.6737	Well

In testing the reliability of value *Cronbach's Alpha* must be greater than 0.60 then the research instrument can be said to be reliable. From the table above it can be seen that the value of Cronbach's Alpha < 0.6 means that the instrument is not reliable.

Classical Assumption Testing

Data Normality Testing

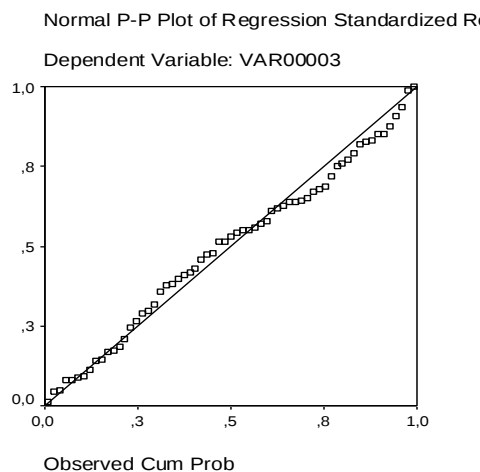


Figure1. Graph PP Plot

From the graphic image above, it can be seen that the points spread around the line and follow the diagonal line, so the residual value is normal.

Multicollinearity Testing

Table 5. Multicollinearity Test Results

	Model	Collinearity Statistics	
		tolerance	VIF
1	Employee welfare	.730	1,369
2	Social gap	.730	1,369

a. Dependent Variable: job loyalty

Based on the table above it can be seen that the VIF value of employee welfare and social inequality is smaller or below 5 ($VIF < 5$), this means that it is not affected by multicollinearity between the independent variables in the regression model. The tolerance value of employee welfare and social inequality is greater than 0.1, which means that there is no multicollinearity between the independent variables in the regression model.

Heteroscedasticity Testing

Table 6. Heteroscedasticity Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	std. Error	Betas		
(Constant)	10,540	3,067		3,436	.001
Employee welfare	0.608	.071	.019	.135	.893
Social gap	-.206	.074	-.387	-2,770	.007

Based on table IV.39 it can be seen that none of the independent variables statistically significantly affect the absolute value of the dependent variable U_t (absut). This can be seen from the significance probability which is above the 5% confidence level, namely 0.135 for the variable x_1 (employee welfare) and -2.770 for the variable x_2 (social inequality), so it can be concluded that the regression model does not lead to heteroscedasticity.

Multiple Linear Regression Analysis

Table 7. Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	std. Error	Betas		
(Constant)	2,343	.5011		.468	.642
Employee welfare	.373	.116	.351	3,210	.002
Social gap	.489	.122	.439	4,013	.000

$$Y = 2.343 + 0.373 x_1 + 0.489 x_2$$

From the equation above, the writer can interpret it $a = 2.343$ or the regression constant, which means that if there is no value for the independent variable x_1 (employee welfare) and the independent variable x_2 (social inequality). In this case x_1 and x_2 are equal to 0 (zero) then job loyalty will increase by 2,343. $b_1 = 0.373$ for the independent variable x_1 (employee welfare) which has a positive sign, meaning that it has a unidirectional relationship, which means that each addition or increase of 1 unit will increase the number of job loyalty by 0.373. $b_2 = 0.489$ for the independent variable x_2 (social inequality), which has a positive sign, meaning that it has a unidirectional relationship, which means that every increase or addition of 1 unit will increase the number of job loyalties by 0.489.

Hypothesis testing

F test

Table 8. F test

<i>Model</i>	Sum of Squares	Df	MeanSquare	F	Sig
Regression	487,026	2	243,513	27,266	,000
residual	535,863	60	8,931		
Total	1022,889	62			

From the ANOVA testor F test, obtained Fcount of 27,266 with a significant level of 0.000. So Fcount > Ftable (27.266 > 3.15) or sig F < 5% (0.000 < 0.05). This means that simultaneously the variables of employee welfare and social inequality have a significant effect simultaneously on job loyalty (y). With this it can be concluded that the hypothesis of this study can be proven.

t test

Table 9. t test

<i>Model</i>	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	std. Error	Betas		
(Constant)	2,343	5011		.468	.642
Employee welfare	.373	.116	.351	3,210	.002
Social gap	.489	.122	.439	4,013	.000

From the t-table values with degrees of freedom $63 - 2 = 61$ and the 5% significance level is 1.98. The t-count value for b1 is greater than t-table ($3,210 > 1.98$), then employee welfare has a significant effect on job loyalty, and is proven significant ($0.002 < 0.05$). Whereas for b2, the t-count value is greater than the t-table ($4.013 > 1.98$) thus social inequality has a significant effect on job loyalty, and is proven significant ($0.000 < 0.05$).

Determination Test

Table 10. Summary models

<i>Model</i>	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.690	.476	.459	2.98849

FromThe table above shows that the Adjusted R Square for y (job loyalty) is 0.459. This means that 45.9% of the variation in the job loyalty variable (y) is influenced by the variable x1 (employee welfare) and the variable x2 (social inequality) together and the remaining 54.1% is determined by other variables outside the contribution of this study.

The Effect of Employee Welfare on Job Loyalty

FromFrom the results of the research that has been done, it can be said that the majority of respondents stated that employee welfare greatly influences job loyalty because employees will work optimally if their welfare is fulfilled such as housing, incentives, bonuses, holiday allowances so that they can generate loyalty at work.

This can be seen from the results showing that periodic salary increases are one way to improve employee welfare, the better the employee's responsibilities towards the company, the higher the welfare value obtained, the existence of housing for employees and the existence of guarantees in the form of health insurance, pensions.

The research conducted by the author is in accordance with previous research conducted by Wahyuni (2004) regarding the influence of leadership and employee welfare on increasing employee loyalty at PT. Happy Eight Brothers, which based on the results of the discussion, it was found that r table is greater than r count ($0.361 < 0.61$) thus the hypothesis is accepted.

The Effect of Social Inequality on Job Loyalty

Meanwhile, social inequality from the results of research that has been conducted shows that it affects job loyalty because if the social gap between employees widens too much with the same conditions and work it will result in a lack of a sense of employee loyalty in carrying out every task given to him by the company. This gap can be created because there is an element of closeness to the leadership, the position held and the facilities received by the employee concerned.

The research results are in accordance with the results of the respondents' answers regarding the existence of an incentive distribution system adjusted to overtime hours, the same work with different results can create jealousy of others, regular salary increases according to length of service and fairness in providing work assessments so as not to create gaps between employees.

The Effect of Employee Welfare and Social Inequality on Job Loyalty

Overall employee welfare and social inequality have an influence on job loyalty at PT. Syaukath Sejahtera because there are some things that are not known to the top management that can be missed so that it can interfere with employee loyalty at work.

The research was conducted in accordance with previous research conducted by King & Peart (2002), the relationship between job loyalty and social support on job stress and teacher job satisfaction. The results obtained show that 90% of teachers feel proud and satisfied with their work, but they also state that the teaching profession is a potential source of stress. The biggest sources of stress come from work and time demands, lack of social support from school supervisors/principals and school policy issues. Support from school supervisors/principals and clear school policies will help overcome the problem of work stress for teachers.

4. CONCLUSION

Based on the descriptions and explanations of the previous chapters, the authors draw the following conclusions. The results of the F test show that simultaneously the variables of employee welfare and social inequality have a significant effect simultaneously on job loyalty (y). With this it can be concluded that the hypothesis of this study can be proven. From the t-count value for b1, it is greater than t-table so that employee welfare has a significant effect on job loyalty, while for b2, the t-count value is greater than t-table, thus social inequality has a significant effect on job loyalty. Job loyalty is influenced by variable x1 (employee welfare) and variable x2 (social inequality) together.

REFERENCES

- Arikunto, Suharsimi. (2005). *Prosedur Penelitian : Suatu Pendekatan Praktek*. Rineka Cipta. Bandung.
- Atmosudirjo, Prajudi. (2000). *Pengambilan Keputusan*. Cetakan Kesembilan. Penerbit Ghalia. Jakarta.
- Heru, Sutojo. (2005). *Kepemimpinan Aparatur dalam Era Globalisasi*. LM-FEUI. Jakarta.
- Indiriantoro dan Supomo. (2007). *Bimbingan Menulis Skripsi*. Thesis Jilid II. Penerbit Andi Offset. Yogyakarta.
- James, Robin G. dan Jones, Barbara S. (2003). *Komunikasi yang Efektif untuk Pimpinan, Pejabat dan Usahawan*. Diterjemahkan oleh R. Turman Sirait. CV. Tulus Jaya. Jakarta.
- Kartono, Kartini. (2004). *Pemimpin dan Kepemimpinan*. CV. Rajawali. Jakarta.
- King & Peart (2002). *Hubungan Loyalitas Pekerjaan Dan Dukungan Sosial Terhadap Stress Kerja Dan Kepuasan Kerja Guru*.
- Kumorotomo, Wahyusumidjojo dan Margono, Agus Subando. (2000). *Sistem Informasi Manajemen dalam Organisasi-Organisasi Publik*. CV. Masagung. Jakarta.
- Lebanus. (2005). *Principle of Personal Management*. Tokyo. McGrey Hill. Lohakusa Ltd.
- Munir, A.S. (2003). *Pendekatan Manusia dan Organisasi Terhadap Pembinaan Karyawan*. Cetakan I. PT. Gunung Agung. Jakarta.

- Onong, Uchjana Effendy. (2009). Psikologi manajemen dan Administrasi. Penerbit CV. Mandar Maju. Bandung.
- Ranupandjojo, Heidjarachman dan Husnan, Suad. (2003). Manajemen Personalial. Yogyakarta. BPFE.
- Sarwoto. (2001). Dasar-Dasar Organisasi dan Manajemen. Jakarta. Ghalia Indonesia.
- Singarimbun, Masri. (2008). Metode Penelititan Survei. LP3S, Jakarta
- Sujak, Abi. (2000). Dasar-Dasar Kepemimpinan. Rineka Cipta. Bandung.
- Sutarto. (2005). Dasar-Dasar Kepemimpinan. Yogyakarta. Gadjah Mada University.
- Umar, Husein (2007). Metode Penelitian. Untuk Skripsi dan Tesis Bisnis. Edisi Baru. Raja Grafindo Persada. Jakarta.
- Uyanto, Stanislaus S. (2006). Pedoman Analisis dengan SPSS. Graha Ilmu Yogyakarta.
- Wahyuni, Sri (2004). Pengaruh Kepemimpinan dan Kesejahteraan Karyawan Terhadap Peningkatan Loyalitas Karyawan di PT. Bahagia Delapan Saudara
- Winardi. (2004). Azas-Azas Marketing. Alumni. Bandung.