

The Influence of Employee Participation on Jamsostek and Pension Fund to Productivity in PT Cement Gresik (Persero)

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Abstract: *The purpose in this study: (1) To know the magnitude of the influence of Social Security and Pension Fund partially on the productivity of the production employees of PT. Semen Gresik, (2) To know the magnitude of the influence of Social Security and pension fund simultaneously on the productivity of the production employees of PT. Semen Gresik. Data analysis techniques used to solve the problem in this study are qualitative and quantitative analysis using multiple linear regression analysis. The analysis is known that Social Security and pension fund has a positive influence on worker productivity. If Jamsostek variable and pension fund increased, it will affect the increase of worker productivity.*

Keywords: *social security, pensions, productivity, worker*

Abstrak: Tujuan penelitian ini adalah: (1) untuk mengetahui besarnya pengaruh Jaminan Sosial Tenaga Kerja (Jamsostek) dan dana pensiun terhadap produktivitas karyawan produksi PT Semen Gresik, (2) untuk mengetahui besarnya pengaruh Jamsostek dan dana pensiun secara simultan terhadap produktivitas karyawan produksi PT Semen Gresik. Teknik analisis data yang digunakan dalam penelitian ini adalah analisis kualitatif dan kuantitatif dengan menggunakan analisis regresi linier berganda. Dari hasil analisis diketahui bahwa semua Jamsostek dan dana pensiun memiliki pengaruh positif terhadap produktivitas kerja. Jika Jamsostek dan dana pensiun meningkat, akan mempengaruhi peningkatan produktivitas kerja karyawan.

Kata Kunci: jaminan sosial, pensiun, produktivitas, tenaga kerja

The experience of other countries showed that science and technology has been utilized widely in the production process. It has raised the ease, speed up economic growth, improve productivity, brought progress, and improve the quality of society's life. Utilization of science and technology appropriately in order to also improve the competitiveness of the products produced, which is important for the development of industries in the face of globalization competition.

On the other hand, it is recognized that the application of science and technology that is not quite right

can contain various forms of risk which adverse financially and spiritually. Therefore, the development of human resources is necessary in order to get the attention of employees needed. The employees actually have an important role and position within the company. Productivity of their work is instrument in maintaining the continuity of the company. Employee's productivity in an enterprise is so important and can be used as a strategic instrument to achieve the goals set by the company. For, if the employee is able to engage in work and have sense of belonging of the company, they will provide the best service for the job and company.

However, in everyday life, the efforts to increase employee's productivity are still become a real problem. That has consequences for company to encourage real participation in realizing productivity. One

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way to explore the human resources in an effort to increase employee's productivity is a way to understand the basics needs and seeks to encourage and motivate the road trying to meet those needs. Fulfill the needs of employees, especially non material needs such as the need for security, can take pride of achievement, the need for the recognition of dignity and self-esteem is a source of motivation that have a major impact on improving employee's productivity.

Maslow, a psychologist, meticulous detailing human needs in general. Maslow's theory (Winardi, 2001:13) is then known as Maslow's hierarchy of needs. Hierarchy is divided into five classes, namely physiological needs, safety needs, social needs, respect needs, self-actualization needs. Maslow states that one's need will encourage his/her to fulfill it with his/her behavior. Where a requirement at a level already fulfilled, people will feel the need for a higher level and try to achieve it. Thus the requirement which is satisfied will not have the strength to push a people's behavior to meet their needs.

In relation to the productivity, suggests the definition of productivity as follows:

"Productivity basically covers the mental attitude that is always view that life today should be better than yesterday lives and the lives of tomorrow must be better than life today. The way to work today should be better than yesterday and the way to work tomorrow must be better than today. In general, productivity implies a comparison between the results achieved by all the resources used. Production and productivity are two different senses. Increased production shows the number of results achieved, while the increase of productivity implies the increase and improvement of the achievement of production. Increased production is not always caused by an increase in productivity, because production can be increased though productivity remains or decreased".

Rusli Syarif (1991:6) distinguishes productivity on total productivity and partial productivity. He stated:

"On a technical and simple meaning, productivity is the ratio of output to input

which is used. Because it is a ratio, so that productivity can be called as the output/input. If in the sense that all the inputs used to produce output participating taken into account, then acquired the concept of total productivity. But if that counted as an input, only some (not all of the input), then the ratio is the concept of partial productivity".

Based on the opinions of experts, the authors conclude as follows: (1) There are two kinds of productivity measurement. First, total productivity, is measured by comparing the entire output produced by all the inputs used. Second, partial productivity, is measured by comparing the output with one of the inputs used, (2) According to the inputs, the productivity can be divided into partial productivity of raw materials, employees, and machinery, (3) Total productivity is a combination of partial productivity.

Employee's productivity is determined by several factors, namely external and internal. External factors are factors derived from the company, while internal factors derived from the employees themselves. External factors include wage incentives, namely money which is given on top of basic pay; division of right duties/job; setting of the machines; conditions of work tools, and environments.

These factors can affect employee's productivity. Wage incentives will encourage employee's motivation to work optimally. In psychological terms, incentive pay can be called a reward. Rewards are given to a person in order to do what is expected. In case this is the company's expectations in the form of employee's productivity.

Other factors also have an influence to employee's productivity. Proper division of tasks according to ability will make employees more skilled in performing their duties. Proper arrangement which is accordance with an efficient production process can save time, so employees will be able to complete the task faster. The well or modern condition of the work tools will cause the work is completed faster, thus determining the productivity of employees. State of the work environment, such as lighting, ventilation, sound effects or noise, etc. is also important factor that can determine the productivity of employees. Environmental factors are very important. Therefore, in the disciplines of psychology there are specific

study that learn a good working environment, namely ergonomics psychology.

While the factors derived from own employees include age, gender, personal talents, experience, attention and motivation, and physical condition. Older employees are less productive than they who 30 years old. Generally, high productivity is achieved between the ages of 35-45 years old, while older the productivity will decline. Male employees are usually more able to complete a job that requires lots of energy. While to work that requires precision, usually women are more productive. Employees who have the talent are more productive than they who do not have the talent. Employees who have a lot of experience can become more skilled in the work, so can increase work productivity. Attention, motivation and physical condition are as well. Employees who care and have a high motivation to work would be more productive. Employees who have good physical condition will be able to work hard and not get tired fast. Conversely, if the employees are fatigue, increase productivity is likely to be very small.

Productivity is the ratio between total output and input. The output (results) consisting all goods and services produced by the company, while the input (input) shall include all labor, capital, raw materials or other sources that are used by company in producing goods and services. The measurement of productivity improvements can basically be done with the four forms, namely: (a) using fewer resources, gained the same amount of production, (b) using fewer resources, obtained higher production rate, (c) using the same resources, obtained higher production rate, and (d) by using more resources, production quantities are obtained much more.

In the current era, employees covered by the Social Security for Employees program (Jamsostek) and pension fund. Jamsostek is a protection for employees in the form of monetary compensation as a substitute for a portion of the reduced earnings and service as a result of events or circumstances experienced by employees in the form of accidents, illness, pregnancy, maternity, old age and death. Based on Law No. 3 year 1992 about Social Security for Employees, employees entitle Accident Insurance (JKK), Death Insurance (JKM), Old Age Security (JHT), and Health Insurance (JPK).

JKK is a compensation for the cost of transportation, examination fees, medical or expenses care, as well as compensation for temporary incapacity to work, compensation for partial disability or total disability both physically or mentally, death compensation as an impact of events in the form of workplace accidents. Affected employees accidents are entitled to receive accident insurance (JKK).

JKM is the death compensation in the form of cash money as the replacement cost of the funeral, such as land purchase, coffin, shroud, transportation and other related procedures in accordance with the burial customs, religion and belief in God Almighty and conditions of each employee. The family of employee who died not due to accident entitled the death insurance (JKM).

JHT is compensation in the form of money paid in a lump sum or periodically to the employee having attained 55 years old, total disability, so can not work anymore, face layoffs (layoffs) after being an employee at least 5 years. JHT in principle included in the type of pension fund program with defined dues, where the amounts of dues have been determined exactly in terms that set (in this case the Government Regulation No. 14 year 1993), while the benefits depend on accumulated contributions are nurtured and their investment results.

JPK is the assurance of health services provided to the employee, husbands or wives and children that is comprehensive and includes health promotion services, prevention and cure of disease, and the selection of health. In detail to the employee or husbands/wives and children are given basis health care benefits package (JPK) which includes the first-level outpatient care, include: examination and treatment of general practitioners and dentists, medical examinations; advanced level of outpatient: examination and treatment by a specialist; hospitalization; prenatal and childbirth care; Supporting a laboratory diagnostic, radiology, EEG, etc.; special services; emergency services.

Social Security for Employees pursuant to regulation No. 3 year 1992 is implemented with the aim to provide protection from the social risks that directly impact to reduction or loss of employment income. More clearly it is stated that the protection, maintenance and care by organizing social insurance for

employees and their families was conducted in order to increase productivity. Based on the nature of the Social Security program, it appears that the program was intended to provide security for employees. Briefly Social Security program intended to fulfill individuals' needs for security which in turn is expected to motivate employees to work better or to improve their productivity.

Based on the background described, the study was conducted to examine the effect of employees' participation on the Social Security program on work productivity. Social Security is the independent variable and employee's productivity is the dependent variable. However, the independent variables are also added to the pension fund. The assumption is that pension fund also a motivating factor on employee's productivity. The hypothesis of this study is: Social Security and pension fund have a significant impact to employee's productivity, in this case are employees of The Production of PT. Semen Gresik (Persero).

RESEARCH METHOD

The Focuses of Research

This research has two focuses following:

- The influence of Social Security for Employees (Jamsostek) to the employee's productivity in Production Section of PT Semen Gresik (Persero)
- The influence of pensions fund to employee's productivity in Production Section PT. Semen Gresik (Persero)

Sources and Data Collection Techniques

Respondents of this study were employees in the Production Section of PT Semen Gresik (Persero). The sampling method is purposive sampling. The samples were collected based on consideration of certain criteria. Criteria of the respondents in this research were permanent employee and have a service life more than three years. The number of respondents was 70 employees in the Production Section of PT Semen Gresik (Persero).

The variables of this research are Social Security (Jamsostek), pension fund, and employee's productivity, with the following definition:

- X1 = Social Security (Jamsostek), namely the provision of social security to employees from the risk during work. Indicators of Social Security are health care, accident assistance, burial benefits costs, minimize risk of accidents.
- X2 = the pension fund program, namely funds benefits provided to employees when they do not work anymore (retirement). Indicators of the pension fund program are adequately fund, serenity for old age, loyalty to the company, and further motivate employees to work better.
- Y = employee's productivity, is the amount of output produced by the employees both individually or groups from a particular activity with regard to the situation, condition and quality. Indicators of employee's productivities are the result of work in accordance with the standards, the pace of work, timeliness, low levels of product damage, and the achievement of production targets.

Data Analysis

The data obtained in this research were analyzed by qualitative and quantitative methods. Qualitative method is to describe the correlation between Social Security and pension programs to productivity with explanation model. While quantitative method is to demonstrate a correlation between employee's social security and pension programs with the productivity by statistical test. Test is performed by multiple linear regression analysis.

RESULTS

The result of statistic test show that employees' participation on the Social Security (Jamsostek) and pension fund program correlate significantly to employee's productivity. The following is the data processed using the SPSS program:

Based on Table 1, it can be composed of multiple linear regression equation as follows:

$$Y = 1.342 + 0.393 + 0.216 X1 X2$$

In detail, the equation can be described as follows:

Table 1. Regression Analysis Result

Variables	Regression coefficient	t count	Sig.
Jamsostek (X_1)	0,393	4,937	0,000
Pension fund (X_2)	0,216	2,741	0,008
Constant : 1,342		F count : 42,514	
R : 0,748		Sig : 0,000	
R square : 0,559			

Sources: primary data, processed

- Constant (a)
The value of $a = 1.342$. That is means if the magnitude of the variable X_1 (Social Security) and X_2 (pension fund) is equal to zero, the variable Y (employee's productivity) amounted to 1.342 units.
 - Social Security Regression Coefficient (X_1)
 $b_1 = 0.393$, suggesting an increase of Social Security variables that can lead to increase employee's productivity. In other words, an increase of one unit of Social Security variable will cause to increase of employee's productivity amounted to 0.393 units, by assumption that pension fund in a constant state.
 - The Regression Coefficient of Pension Fund (X_2)
 $b_2 = 0.216$, suggesting an increase of the pension variables that can lead the increase of employee's productivity. In other words, the increase of pension fund variable amounted to one unit will cause an increase of employee's productivity amounted to 0.216 units, with the assumption that Social Security in a constant state.
- Multiple correlation coefficient shows the correlation between Jamsostek (X_1) and pensions fund (X_2) together with the employee's productivity (Y). From the calculation by using SPSS obtained correlation amounted to 0.748. That means the degree of closeness of the relationship between independent variables is quite strong. R square value amounted to 0.559. It means that each independent variable influence employee's productivity amounted to 55.90%, while the rest, 44.1%, influenced by other factors which are not analyzed in this study.

The Partial Test (t Test)

Testing the hypothesis with t test is used to test and determine the effect of Jamsostek (X_1) and pension fund (X_2) to employee's productivity (Y) partially. Based on calculations, obtained the following results:

Table 3. Calculation of t Test

Variables	t count	t table	Description
Jamsostek (X_1)	4,937	1,996	Significant
Pension Fund (X_2)	2,741	1,996	Significant

Sources: primary data, processed

Based on Table 3, can be explained as follows:

- $T_{\text{count}} (4.937) > t_{\text{table}} (1.996)$, then the hypothesis is accepted significantly, namely 0.05. These results indicate that the Social Security (X_1) has a significant effect on employee's productivity.
- $T_{\text{count}} (2.741) > t_{\text{table}} (1.996)$, then the hypothesis is accepted. These results indicate that the pension fund (X_2) has a significant effect on employee's productivity.

Based on the partial and simultaneous testing, noted that all variables have a significant effect, so the hypothesis that states Social Security and pension fund have a significant effect on employee's productivity is proven.

Partial Determination Coefficient (r^2)

The calculation of the partial determination coefficient is used to find out how big Jamsostek variable contribute to the employee's productivity. The value of partial determination (r^2) of a variable indicates the extent of the influence of these variables

on the dependent variable. Here is a partial determination coefficient analysis.

Table 4. Partial Determination Coefficient (r^2)

No.	Variables	Partial Correlation Coefficient	Partial Determination Coefficient (r^2)
1.	Jamsostek (X_1)	0,516	0,266
2.	Pension Fund (X_2)	0,317	0,100

Sources: primary data, processed

From Table 4 can be seen that Social Security (Jamsostek) has the highest coefficient of determination, which is 0.266. It means that Social Security provides a dominant influence on the employee's productivity by 26.6%.

DISCUSSION

The research aims to determine the effect of Social Security (Jamsostek) and pension fund on productivity. From the results of multiple regression analysis, it is known that the Social Security and pension fund together have a significant effect on employee's productivity. It can be assessed from the magnitude of the significance of F, namely amounted to 0.000 with F_{count} by 42.514.

On the results of the regression test is also known that the magnitude of the determination coefficient amounted to 0.559 or 55.9%. It means Social Security and pension fund are able to explain and affect to employee's productivity by 55.9%, while the rest is explained by other variables such as salary factors, absenteeism, compensation, leadership, etc. Judging from the figure, the effect of Social Security and pension fund classified as large, i.e above 50%. It indicates the importance of companies to consider both variables as drivers of employee's productivity.

According to the Law No. 3 year 1992, the Social Security program essentially provides basic protection for employees and their families by provide certainty of acceptance of income as a replacement income which is lost partly or all as impact of social risks such as accidents, illness, death, and the old days. Based on the President Regulation (PP) No. 36 year 1995, PT. JAMSOSTEK (Corporation) is a company appointed to organize the social security program for national and private companies' employees. Implementation of the social security program is based on

contributions scheme, which provides protection for work accident, death, old age insurance and health care.

By looking at the results of data analysis, then the company, that is PT. Semen Gresik necessary to do the following steps:

- Declaring the enhancement of services as part of efforts to enhance the protection for employees.
- Responding the demands of employee about enhancement of the services, focusing the activities towards the achievement of employees' satisfaction as a measure of the success of the company current and in the future.
- Company disseminate the employees' social security and pension fund program more incentives, enhancing the quality of cooperation with the hospital through publishing Quality Assurance Program guidelines, preventing the risk of accident, and provision the information through a variety of counseling.

CONCLUSION AND SUGGESTIONS

Conclusion

Based on the results of data analysis, there are three conclusions obtained from this study, namely: (1) The Social Security (Jamsostek) and pension fund program have a positive impact on employees' productivity. If the amount of Social Security and pension fund increases, employees' productivity is increase as well, (2) Social Security and pension fund significantly affect to employees' productivity, (3) Social Security provide the effect amounted to 26,6% on employees' productivity.

Suggestion

The results of statistical analysis showed that participation in Social Security program has a significant influence on employees' productivity. Based on these finding, it can be suggested that the company should pay more attention to the participation of employees in the Social Security program and give more attention to the use of self protection equipment. Second, companies need to give more attention to the health of employees and provide adequate facilities

for the treatment of employees as a form of attention to Social Security program.

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