

Analysis of the Influence of Salary, Social Security, and Company Facilities on Employee Welfare of PT NPK Kebun Bahilang

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Abstract

This study aims to determine how the influence of salary, sosial security, and company facilities on employee welfare. This study used a sample of 90 respondents who is an employee of Tebing Tinggi. The results of hypothesis testing using multiple linear regression analysis with three independent variables and one dependent variable indicate that: salary variable (X_1) has a positive and significant effect on employee welfare (Y) PT NPK Kebun Bahilang Tebing Tinggi, sosial security (X_2), has a positive and significant effect Significant to employee welfare (Y) PT NPK Kebun Bahilang Tebing Tinggi, company facilities (X_3) has a positive and significant effect on employee welfare (Y) PT NPK Kebun Bahilang Tebing Tinggi. Salary variable (X_1), social security (X_2), and company facilities (X_3) have a joint effect on the welfare variable.

Keywords: *Salary, Social Security, Company Facilities, and Employee Welfare*

INTRODUCTION

Manpower development as part of efforts to develop human resources is directed at increasing dignity, abilities and needs. Wage and salary policies need to be directed at District/City government policies through the Regional Minimum Wage (UMR) policy where the business is located, increasing the welfare and power of the salary recipient group (Oktaria, 2018).

Salary at PT. NPK Kebun Bagulung has a great influence on employee welfare because it motivates employees to do their job well. The annual salary increase for PT NPK Kebun Bahilang from 2018 - 2019 has increased by 3,000 rupiah. However, in 2020 – 2022 the salary increase will decrease. So if the salary decreases, it will affect the welfare of the employees of PT NPK Kebun Bahilang.

Bahilang provides social security. Social security is only given to permanent employees. With social security, workers don't need to feel worried and anxious if something happens to them. This social security program aims to deal with various events that cause uncertainty. The provision of this social security will affect the increase in employee welfare. because when a person feels safe and comfortable at work, it will be easier to improve one's performance and when workers feel uncomfortable working in a place, this will affect and result in a decrease in the employee's performance.

The next thing that affects employee welfare is work facilities. As for physically PT NPK Kebun Bahilang also provides facilities - facilities that support occupational safety and health for workers. The next thing that affects employee welfare is work facilities. As

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The importance of employee welfare is to retain employees so they don't move to other companies, increase motivation and morale, and increase employee loyalty towards the company. To retain these employees, complete welfare/compensation/fringe benefits should be provided.

Based on this, the salary, social security and employee company facilities are very important influential factors in improving employee welfare. With the welfare guarantee provided by the company to employees, it automatically makes employees more motivated or motivated in their business. advancing the company they work for. Recognizing the importance of the influence of salary, social security and company facilities on improving employee welfare, the authors are interested in presenting the title: "Analysis of the Influence of Salary, Social Security, and Company Facilities on Employee Welfare of PT NPK Kebun Bahilang".

LITERATURE REVIEW

1. Salary

According to (Batara, 2017) Wages or salaries for all and every workforce are very important. Wages are the background for a person in carrying out work activities to fulfill his life needs. With the wages he gets, a worker is automatically able to finance all kinds of needs, both primary, secondary and tertiary needs. Wages for labor are costs or costs that must be incurred by the company and included in production costs. Whatever the decision of the company regarding wages, this instrument is very important besides being able to encourage the performance of the workforce in the company, this is able to encourage the workforce to achieve prosperity in survival.

2. Social Security

According to (Naning, 2012) states that social security is a guarantee against the possibility of partial or complete loss of interest income, increased expenses due to the risk of illness, accident, old age, death, or other social risks.

3. Work Facilities

Work facilities are factors that cannot be separated from the world of work and are the most important thing for employees to complete their tasks. The availability of facilities in the form of complete work support facilities and infrastructure will encourage employees to increase their productivity. The implications that arise from these conditions are that employee performance will be more optimal and the goals of the organization can be achieved effectively and efficiently. (SULFIA FAHMY TR, 2018)

4. Employee Welfare

According to (Hamdan Dimiyati, 2014), Welfare is the payment of salaries, remuneration, benefits, compensation and various other gifts provided by the company to employees,

both in the form of money, and other services that can provide satisfaction to employees at work so that their life needs are met with Good. welfare program goals for employees.

METHOD

A. Type of Research

The type of research used is descriptive, with a quantitative approach method.

B. Location and Period of Research

Research conducted at PT. NPK Kebun Bagulung, which is located in Hamlet I, Bagulung Village, Tebing Syahbandar District, Serdang Bedagai Regency.

The time specified for conducting this research starts from July to October 2022.

C. Population and Sample

In this study, the population used was PT NPK Kebun Bahilang Tebing Tinggi employees, totaling 116 people.

Determining the number of samples can be done by means of statistical calculations, namely by using the Slovin formula. then the sample size in this study was 90 employees of PT. NPK Kebun Bahilang who will be the respondent.

D. Data Sources

The source of data in this study is derived from primary data which is data obtained directly from respondents by distributing questionnaires directly to employees of PT NPK Kebun Bahilang.

E Data Collection Methods

In this study, researchers used a questionnaire to collect data to be used in this study using a Likert scale.

F. Data analysis technique

The data analysis technique used in this study is as follows:

1. Test Instruments
2. Classical Assumption Test
3. Multiple Linear Regression Analysis
4. Coefficient of Determination (R^2)

G. Hypothesis Testing

1. Partial Test (t test)
2. Simultaneous Test (Test F)

RESULTS AND DISCUSSION

A.Data Analysis

1.Instrument Test

a. Validity test

Table Validity Test Results

Welfare Variable (Y)			
Statment	r_{count}	r_{table}	Validity
1	0, 887	0.3673	Valid

2	0,917	0.3673	Valid
3	0,830	0.3673	Valid
Salary Variable (X1)			
Statment	r_{count}	r_{table}	Validity
1	0,968	0.3673	Valid
2	0,968	0.3673	Valid
3	0,876	0.3673	Valid
4	0,754	0.3673	Valid
5	0,965	0.3673	Valid
Social Security Variable (X2)			
Statment	r_{count}	r_{table}	Validity
1	0,913	0.3673	Valid
2	0,893	0.3673	Valid
3	0,816	0.3673	Valid
Company Facility Variable (X3)			
Statment	r_{count}	r_{table}	Validity
1	0,911	0.3673	Valid
2	0,885	0.3673	Valid
3	0,832	0.3673	Valid

Source: Processed data (2022)

The table above shows that all statement points, both Welfare Variable (Y), Salary Variable (X₁), social security (X₂) and Company Facilities Variable (X₃) have a higher r count value than the r table value, so it can be concluded that all statements each variable declared valid.

b. Reability Test

Table Reliability Test Results

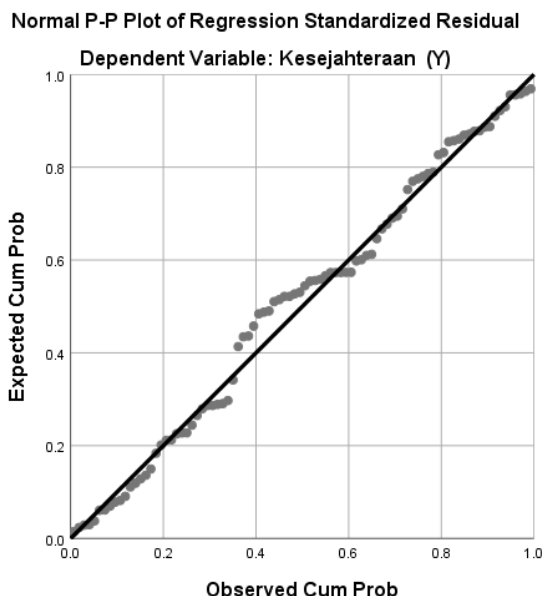
Variable	Cronbach Alpha	Konstanta	Reliability
Welfare Variable (Y)	0,854	0,6	Reliable
Salary Variable(X1)	0,827	0,6	Reliable
Social Security Variable (X2)	0,851	0,6	Reliable
Company Facility Variable (X3)	0,855	0,6	Reliable

Source: Processed data (2022)

Based on the reliability test using Cronbach Alpha, all research variables are reliable/reliable because Cronbach Alpha is greater than 0.6, so the results of this study indicate that the measurement tools in this study have fulfilled the reliability test (reliable and can be used as a measuring tool).

2. Classical Assumption Test

a. Normality test



Data that is normally distributed will form a straight diagonal line and residual data plotting will be compared with the diagonal line, if the residual data distribution is normal then the line that describes the actual data will follow the diagonal line (Ghozali, 2016: 154)

b. Multicollinearity Test

Table Multicollinearity Test Results

		Coefficients ^a	
		Tolerance	VIF
1	(Constant)		
	Salary (X1)	.486	2.060
	Social Security (X2)	.350	2.857
	Work Facility (X3)	.390	2.565

a. Dependent Variable: Welfare (Y)

Based on the calculation results above, it can be seen that the tolerance value of all independent variables is greater than 0.10 and the VIF value of all independent variables is also less than 10 so that there are no correlation symptoms in the independent variables. So it can be concluded that there are no symptoms of multicollinearity between independent variables in the regression model.

c. Heteroscedasticity Test

Table Glejser Test Results

Model	Coefficients ^a				Sig
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	

1	(Constant)	1.613	.354		4.559	.000
	Salary (X1)	-.039	.026	-.227	-1.493	.139
	Social Security (X2)	.064	.054	.213	1.190	.237
	Work Facility (X3)	-.034	.052	-.109	-642	.523

a. Dependent Variable: ABS_RES

The results of the Glejser test show that the significant value of the salary variable (X1) is 0.139 and the social security variable (X2) is 0.237 and the company facilities variable (X3) is 0.523 which are all greater than 0.05, so it can be concluded that there are no symptoms of heteriscedasticity in this research model

3. Multiple Linear Regression Testing

Table Multiple Linear Regression Testing

Model		Coefficients ^a		
		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	3.263	.612	
	Salary (X1)	.133	.045	.269
	Social Security (X2)	.242	.093	.279
	Work Facility (X3)	.313	.091	.353

a. Dependent Variable: Welfare (Y)

Based on these results, the multiple linear regression equation has the formulation: $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + \epsilon$, so the equation is obtained: $Y = 3.263 + 133X_1 + 243 X_2 + 313 X_3$

4. Coefficient of Determination (R²)

Table Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			
						F Change	df1	df2	Sig. F Change
1	.807 ^a	.652	.640	1.63743	.652	53.696	3	86	.000

a. Predictors: (Constant), Work Facility (X3), Salary(X1), Social Security(X2)

B. Hypothesis Testing

1. Test t (Partial)

Table Test Partial

Model		Coefficients ^a			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	3.263	.612		5.331	.000
	Salary (X1)	.133	.045	.269	2.946	.004
	Social Security (X2)	.242	.093	.279	2.596	.011

Work Facility (X3)	.313	.091	.353	3.460	.001
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a. Dependent Variable: Welfare (Y)

a. Hypothesis Test of the Effect of Salary Variable (X₁) on Welfare Variable (Y)

The conclusion of the first hypothesis is accepted, meaning that the Salary Variable (X₁) has an effect on the Welfare Variable (Y). The results of this study are in accordance with the results of research conducted by (Batara, 2017) with the title "Analysis of the Influence of Wages and Social Security on Labor Welfare" at Kebun Agung Malang sugar factory.

b. Hypothesis Test of the Effect of Social Security Variable (X₂) on Welfare Variable (Y)

From the table above, the t_{count} value is 2.596. With $\alpha = 5\%$, t_{table} (5%; $n-k = 90-3=87$) a t_{table} value is 1.987. From this description it can be seen that t_{count} (2.596) > t_{table} (1.987), and the value the significance is $0.011 < 0.05$, it can be concluded that the second hypothesis is accepted, meaning that the social security variable (X₂) has an effect on the Welfare Variable (Y). The results of this study are in accordance with the results of research conducted by Unik Farida 2017 with the title "The Influence of Wages, Social Security and Relations Between Employees on the Welfare of Permanent Daily Employees".

c. Hypothesis Test of the Effect of Company Facilities Variable (X₃) on Welfare Variable (Y)

From the table above, a t_{count} value of 3.460 is obtained with $\alpha = 5\%$, t_{table} (5%; $n-k = 90-3=87$) obtained a t_{table} value of 1.987. From this description it can be seen that t_{count} (3.460) > t_{table} (1.987), and its significance value of $0.001 < 0.05$, it can be concluded that the third hypothesis is accepted, meaning that the company facilities variable (X₃) has an effect on the Welfare Variable (Y). The results of this study are in accordance with the results of research conducted by (Tisu, 2020) with the title "The Influence of Training, Work Facilities and Work Productivity on the Welfare of Members of the "Bliran Sina" Watublapi Studio, Sikka Regency".

2. F Test (Simultaneous)

Table Simultaneous Test Results (F)

		ANOVA ^a				
	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	431.906	3	143.969	53.696	.000 ^b
	Residual	230.583	86	2.681		
	Total	662.489	89			

a. Dependent Variable: Welfare (Y)

b. Predictors: (Constant), Company Facilities(X₃), Salary (X₁), Social Security (X₂)

From the table above, the F_{count} value is 53.696. With $\alpha = 5\%$, dk quantifier: $k=3$, dk denominator: $n-k-1 = 90-3-1 = 86$ (5%; 3; 86) the F_{table} value is 2.71 From this description it can be seen that F_{count} (53.696) > F_{table} (2.71), and a significance value of $0.000 < 0.05$, it can be concluded that the third hypothesis is accepted, meaning that the Salary Variable (X₁),

social security (X_2) and Company Facilities Variable (X_3) has a simultaneous effect on the Welfare Variable (Y).

C. Result

1. The effect of salary (X_1) on welfare (Y)

Based on the results of the analysis of hypothesis 1, it can be seen that the first hypothesis is accepted, meaning that the salary variable (X_1) has an effect on the Welfare Variable (Y). And Social Security Against Labor Welfare "at the Kebun Agung Malang sugar factory. The results of this study indicate that wages or salaries for all and every workforce are very important. Wages are the background for a person in carrying out work activities to fulfill his life needs. With the wages he gets, a worker is automatically able to finance all kinds of needs. salary is able to encourage labor in achieving prosperity in survival. (Batara, 2017),

2. The effect of social security (X_2) on welfare (Y)

Based on the results of the analysis of hypothesis 2, it can be seen that the second hypothesis is accepted, meaning that the social security variable (X_2) has an effect on the Welfare variable (Y). The results of this study are in accordance with the results of research conducted by (Unik Farida 2017) with the title "The Influence of Wages, Social Security and Relationships Between Employees on Regular Daily Employee Welfare". The results of this study indicate that social security is a form of social protection to guarantee all employees in order to meet the basic needs of a decent life. Social security is a guarantee against the possibility of partial or complete loss of interest income, increased expenses due to the risk of illness, accident, old age, death, or other social risks. (Naning, 2012)

3. Effect of company facilities (X_3) on welfare (Y)

Based on the results of the analysis of hypothesis 3, it can be seen that the third hypothesis is accepted, meaning that the company facilities variable (X_3) influences the Welfare Variable (Y). The results of this study are in accordance with the results of research conducted by (Rosadalima Tisu, 2020) with the title "Effect of Training, Work Facilities and Work Productivity on the Welfare of Members of the Watublapi "Bliran Sina" Studio, Sikka Regency. The results of this study indicate that company facilities are factors that cannot be separated from the world of work and are the most important thing for employees to complete their tasks. The availability of facilities in the form of complete work support facilities and infrastructure will encourage employees to increase their productivity. (Sulfia Fahmy Tr, 2018)

4. The Influence of Salary, Social Security, and Company Facilities on Welfare

Based on the results of the analysis of the hypothesis, it can be seen that the variable Salary, Social Security, and Facilities for the third hypothesis is accepted, meaning that the

Salary Variable (X1), social security (X2) and Company Facilities Variable (X3) have a simultaneous effect on Welfare Variables (Y). The results of this study indicate that Welfare is the payment of salaries, remuneration, benefits, compensation and various other gifts provided by the company to employees, both in the form of money, and other services that can provide satisfaction to employees at work so that their life needs are met properly. welfare program goals for employees. (Nurjaman, 2014)

CLOSING

Conclusion

1. The Effect of Salary (X1) on Employee Welfare (Y)

Hypothesis 1 can be seen that the first hypothesis is accepted, meaning that the salary variable (X1) affects the Welfare Variable (Y).

2. Effect of Social Security (X2) on Employee Welfare (Y)

Hypothesis 2 it can be seen that the second hypothesis is accepted, meaning that the social security variable (X2) influences the Welfare Variable (Y).

3. Effect of Company Facilities (X3) on Employee Welfare (Y)

Hypothesis 3 it can be seen that the third hypothesis is accepted, meaning that the company facilities variable (X3) influences the Welfare Variable (Y).

4. Effect of Salary (X1), Social Security (X2) and Company Facilities (X3) on Employee Welfare (Y)

Based on the results of the analysis of the hypothesis, it can be seen that the third hypothesis is accepted, meaning that the Salary Variable (X1), social security (X2) and Company Facilities Variable (X3) have a simultaneous effect on Welfare Variable (Y).

Suggestions and Acknowledgments (if any)

Based on the results of the analysis and discussion that has been done, the suggestions that can be given are:

1. PT. NPK Kebun Bagulung needs to improve employee welfare continuously because welfare is an important factor in a company in achieving company goals and vision.

2. Companies need to pay attention to problems in employee welfare in this study and follow up by increasing the variables, namely salary, social security and company facilities within the company.

3. For future researchers, if they want to conduct research in the same field of study, it is hoped that they can add variables outside the research model that has been carried out, because the results of the coefficient of determination in each model contain other factors. The next researcher can analyze other factors outside the research model. With small results, it is still necessary to do more research by adding new variables or other indicators in future research in order to produce a broader picture of the problems in this study so as to refine the research results.

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