

Effect Of Labor Social Security On Job Satisfaction

Hendra Gunawan, Gunawan Bata Ilyas, Nur Naningsih

Abstract: Labor social security is a protection for workers in the form of compensation in the form of money in lieu of part of lost or reduced income and services as a result of events or circumstances experienced by workers in the form of workplace accidents, illness, pregnancy, maternity, old age and death world. Social security is a guarantee provided by the company will provide peace and a sense of security for the workers. The provision of social security will greatly affect the increase in performance and job satisfaction for workers. When someone feels safe and comfortable at work, it will be easier to improve performance and job satisfaction. The purpose of this study is to analyze the effect of the provision of labor social security on employee job satisfaction at PT. Kallarent Makassar City. This study uses primary and secondary data. The population of this study were all employees of PT. Makassar Kallarent. Data collection is done by observation and interview. In determining the respondents conducted by purposive sampling method. The analysis used is a single regression analysis. The results showed that labor social security had a significant and positive effect on job satisfaction in employees of PT. Kallarent of Makassar City, while the relationship (correlation) of labor social security with job satisfaction is categorized as a strong relationship.

Keywords: Social Security; Labor; Job Satisfaction

1. INTRODUCTION

Human resources as the driving force of a company are a fulcrum of the progress of a company that must always get more attention from the company (Gunawan et al, 2017; Saputra, 2017; Handaru and Muna, 2012). The company's attention must be programmed and well planned (Anggraeni, 2015). The form of concern or concern of the company towards employees can be reflected in the existence of a labor social security program, where the program is a form of protection of labor rights (Zein P et al, 2016). Indonesia's labor development has many dimensions and linkages. The linkage is not only with the interests of the workforce during, before and after the work period but also the relationship with the interests of employers, the government and the community. For this reason, a comprehensive and comprehensive arrangement is needed, including human resources, productivity improvements and so on. Starting from the employee as the human resource, the company needs to know that the workforce needs appreciation and its existence is recognized, as well as the work performance they have created and the self-esteem they have (Winarni and Utomo, 2013). One way to reward employees' work performance is through labor social security (Widaningsih, 2016). To provide protection to the workers today, the importance of labor social security (Jamsostek) is felt, the management of which is carried out by an insurance mechanism, where each worker is entitled to the social security of the workforce (Hermana, 2008). Labor social security is a protection for workers in the form of compensation in the form of money in lieu of part of lost or reduced income and services as a result of events or circumstances experienced by workers in the form of workplace accidents, illness, pregnancy, maternity, old age and death world.

Social security is a guarantee provided by the company will provide peace and a sense of security for the workers. The participation of workers in an organization or company is increasing with various challenges and risks they face, therefore the workforce needs to be given protection, maintenance and improvement of their welfare, so that in the end it can increase productivity. With the existence of social security, workers do not need to feel worried if something happens to them. Basically this social security program aims to prevent various incidents that cause uncertainty, for example by providing work accident benefits, providing reimbursement for reduced or lost income due to illness, old age benefits and death benefits (Putra, 2015; Tambunan, 2012).

2. METHODS

Study Site

This research was conducted by PT. Makassar Kallarent. The types and sources of data used in this study are primary and secondary data. Primary data is data collected directly from the field, while secondary data is obtained from literature studies from various sources that can be used as references in this study. Data collection techniques used are observation, namely by conducting direct observation to the research location to observe employee activities directly. Interviews, conducted to collect data from employees of PT. Kallarent in Makassar with a questionnaire.

Population and Sample

The population of this study were all employees of PT. Kallarent in Makassar, totaling 87 people. In determining the respondents conducted by purposive sampling method, with this method obtained the number of samples in this study were 87 respondents.

Technical Analysis

The data analysis method used is a single regression analysis with the following equation.

$$Y = a + bx$$

Where :

Y: job satisfaction

X: social security workforce

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a: constant value
b: regression coefficient

To determine the relationship of training to career development used correlation coefficient (r) with the formula:

$$r = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{[n\sum X^2 - (\sum X)^2]} \sqrt{[n\sum Y^2 - (\sum Y)^2]}}$$

Where :

r: correlation coefficient
n: amount of data
X: independent variable
Y: dependent variable

Whereas to determine the relationship of labor social security to job satisfaction, the determinant coefficient formula (r²) is used.

$$r^2 = (r)^2 \times 100\%.$$

3 RESULTS AND DISCUSSION

Effect of Labor Social Security on Job Satisfaction

The implementation of the labor social security program is one of the responsibilities and obligations of the state to provide socio-economic protection to the community. The social security program is a basic protection program for the workforce, aimed at ensuring security and certainty of socio-economic risks, as well as a means of guaranteeing the flow of income for workers and their families due to the occurrence of social risks with financing affordable by employers and labor (Nisa et al, 2013). Social security is a protection for workers in the form of cash assistance in lieu of lost or reduced income and services as a result of events or circumstances experienced by the workforce. The provision of social security for workers is for workers, namely people who are able to do work both inside and outside the employment relationship, in order to produce goods or services to meet the needs of the community. Social security is the right of the workforce and is the obligation of the employer to include his work. The company in question is any form of business entity that employs workers with the aim of seeking profit or not, both private and state owned. Likewise, social businesses and other businesses that are not in the form of companies are treated the same as companies, if they have management and employ other people as appropriate companies employ workers (Abiyoga, 2017). In detail the guarantee of protection provided includes freedom for workers to improve their standard of living both personally and their families, preventing the loss or loss of income and purchasing power, especially for workers/laborers, as well as protection of loss of work and income due to work accidents and illnesses, or because of death (Kahfi, 2016). The right of people to live a healthy life is a basic right that must be guaranteed. Because health is part of the primary needs of every human being. The healthy condition of body and soul will enable every human being to carry out his activities and work. Health is also part of the need for a prosperous life. The effect of labor social security on job satisfaction was analyzed using a single regression analysis. The results of the regression analysis are presented in Table 1.

Table 1. Results of Regression Analysis on the Effect of Labor Social Security on Job Satisfaction

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	22,351	5,534		4,039	0,000
X	0,643	0,089	0,619	7,259	0,000

Based on the results of the analysis in Table 1, it is known that the constant value is 22,351, and the regression coefficient value is 0,643. With this value, it can be formulated a simple linear regression equation, namely: $Y = 22,351 + 0,643X$. From the results of these equations which are based on Table 1, the results of the t test on the independent variables show the independent variables (social security of labor) have a significant effect on the variable job satisfaction. The labor insurance social regression regression coefficient is positive, meaning that labor social security has an impact on increasing job satisfaction.

Table 2. Results of Regression Analysis on the Value of Correlation and Determination of Labor Social Security Coefficients on Job Satisfaction

R	R Square	Adjusted R Square	Std. Error of the Estimate
0,619	0,383	0,375	3,326

Based on the results in Table 2, it is known that the relationship (correlation) between training and career development is categorized as a strong relationship (Sugyono, 2005) with a value of 0.619. For the coefficient of determination (R-squared) of 0.383, this means that 38.30 percent of job satisfaction variables can be explained by independent variables (social security of labor), while the remaining 61.70 percent is explained by other variables not included in the model.

Labor Social Security (X)

The training regression coefficient is 0,643, the results of the t test are significant at the 99 percent confidence level. This shows that labor social security has a significant and positive effect on job satisfaction. Means that every additional social security of labor by 1 percent will increase job satisfaction by 0,643 percent. Humans as laborers must get protection, prosperity and tranquility, security in carrying out work relationships because humans face uncertainty, whether uncertainty which is speculation or pure uncertainty that always causes losses. In this case, social security is needed, namely workers, because workers are the backbone of companies that have an important role in the company. Without a worker, it is impossible for the company to run and participate in development. Recognizing the importance of workers for employers, government and society, it is necessary to think so that workers can maintain their safety in carrying out their work. Similarly, it needs to be endeavored to maintain peace and health of workers so that what they face in their work can be considered as much as possible, so that vigilance in carrying out the work is guaranteed (Darmawan, 2009). Law Number 3 of 1992 Article 1 paragraph 1 which

states that social security of workers is a protection of workers in the form of compensation in the form of money in lieu of part of lost or reduced income and services as a result of events or circumstances experienced by workers in the form of work accidents, sick, pregnant, maternity, old days and died. The labor social security program is a form of economic protection and social protection. This program provides protection in the form of cash compensation for reduced income and protection in the form of care/treatment services when a worker is hit by certain risks (Darmawan, 2009). The results of research conducted by Tambunan (2012), stated that the provision of labor social security will greatly affect the improvement of the performance of workers in the city of Semarang. When a person feels safe and comfortable at work, it will be easier to improve one's performance and when workers feel uncomfortable working somewhere, it will affect and result in a decrease in the performance of the worker. Labor social security is a form that can be appreciated by workers in the form of job satisfaction. Labor social security is guaranteed, job satisfaction for workers is also guaranteed and has a positive impact on improving the performance of workers. While the results of research conducted by Widaningsih (2016), social security work has a positive and significant effect on employee motivation (job satisfaction). This shows because it is very needed by employees. In addition to employees wanting to get wages for their survival, employees also want to feel calm and comfortable when working, given the environment around the work at PT Wijaya Karya is very dangerous for the activities of these employees.

4. CONCLUSION

Based on the results and discussion in this study it can be concluded as follows: social security of workers has a significant and positive effect on job satisfaction at employees of PT. Kallarent of Makassar City, while the relationship (correlation) of labor social security with job satisfaction is categorized as a strong relationship. For companies must continue to maintain or even improve the quality of service to employees, both in terms of facilities and health services. The company must also pay attention to employee job satisfaction towards social security such as employee job satisfaction with the work/environment atmosphere, supervision, wage/salary levels, promotion/promotion, and relationships with business partners.

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