INFLUENCE OF SOCIO-ECONOMIC FACTORS ON THE INCOME OF FEMALE EMPLOYEES' FAMILIES PT. SOCFINDO SEUNAGAN PLANTATION (DIVISION 2)

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Abstract

The purpose of this studywas to determine socioeconomic factors in increasing family income of female employees at PT. Socfindo Kebun Seunagan, the decision of female employees to work is to help increase income in the household in order to get a better life in the future. The determination of the place of research was carried out in a deliberate way (purposive), namely at PT. Socfindo garden seunagan. The determination of research was carried out by means of surveys or interviews with the number of respondents as many as 30 people. The results showed that based on the results of the T count from this study that only three variables had an effect on increasing income, namely the outpouring of working hours, family dependents, and age while the education variable did not affect the income of female employees at PT. Socfindo Seunagan Garden. Based on F count obtained F Table 2.587. where if F calculates > from F table can affect between working hours, the number of family dependents, age, and education affect the income of female employees at PT. Socfindo Seunagan Garden.

Keyword: Socio-Economic, Income of Female, Employees' Families

A. BACKGROUND

Agriculture is still the source of livelihood for the majority of the workforce in Indonesia. Agricultural development aims to increase farmers' income and standard of living, increase employment opportunities and strive to improve household nutrition and food security, and eradicate poverty in rural areas, all of which are closely related to the role, duties, and functions of women in rural areas. Based on household income that can be generated by both husband and wife (dual income pattern), women have job opportunities that can generate income for their households, as an effort to reduce poverty in rural areas Elizabeth (2008) in Endang Lastinawati (2013). The success of a family in forming a prosperous household cannot be separated from the enormous role of a mother. Both in guiding and educating children, accompanying her husband, helping her husband's work and even as the backbone of the family in earning a living, Darmawani (2013) in Eva Fitria (2019).

Women's decisions to work are influenced by economic and socio-cultural factors. Married women must consider many things to work will be more complex than men, Fransiskus Yogi (2022). PT. Socfindo Indonesia (SOCFINDO) is a leading palm oil and rubber plantation company operating in the provinces of North Sumatra and Aceh Province and headquartered in Medan, North Sumatra, Indonesia. In 2022 Socfindo had more than 4369.39 Ha of planted area with around 10,000 employees. Female workers are female workers who participate in development both at the national and regional levels. Likewise at PT. Socfindo Kebun Seunagan female employees work because of their own desire without any help from other parties. With the intention of increasing family income in order to have a better life in the future. The following is a table of the distribution of female employees at PT. Socfindo Kebun Seunagan:

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Table 1. Distribution of female workers in each department at PT. Socfindo Kebun Seunagan

No	Division Name	Number of Workforce (Employees)	Percentage (%)
1	Division 1	29	96.6
2	Division 2	30	100
3	Division 3	26	86.6
4	Division 4	29	96.6
Total		**114**	**100**

Source: PT. Socfindo Kebun Seunagan, 2022

Based on Table 1. The total number of female workers is 114 people, the largest number of employees is in Division 2, which is 30 people (100%), Divisions 1 and 4 are 29 people (96%) and the smallest is in Division 3, which is 26 people (86%). The types of work carried out by female workers include Field Foreman, Knapsek Spraying, Micron Herbi Spraying, Nursery and Tree Cutting, This comparison will have an impact on the availability of female workers at PT. Socfindo Kebun Seunagan, the role of women is also important because it is identical to better accuracy compared to men.

B. PROBLEM FORMULATION

The problem in this study is how socio-economic factors influence the family income of female employees at PT. SOCFINDO Kebun Seunagan (department 2)

C. RESEARCH OBJECTIVES

Based on the background and problems that have been described previously, this study aims to analyze the influence of socio-economic factors on the family income of female employees at PT. Socfindo Kebun Seunagan.

D. LITERATURE REVIEW

1. Social

According to KBBI, Social is things related to society or social characteristics that concern the public, social is a word that we often hear in everyday life, but it is difficult for us to interpret it and its universal definition. In general, the definition of social is interpreted as something related to society, and basically social is also a branch of science that studies human behavior in society. Humans are called social creatures because they cannot live alone and need other people. From there we may be able to know a little about the meaning of social, because it is related to interactions between humans in the community environment.

2. Socio-economic

According to Soekarto (2007) Socio-economic is a person's position in society in relation to other people. in the sense of environment, association, achievements, and rights and obligations in relation to resources. Socio-economic must be viewed in accordance with the social system, namely a whole of parts or elements that are interconnected in a unity, which is marked by:
  a) The existence of a life together which at a minimum consists of two or more people.
  b) If humans socialize (relate) and live together for a long enough time, then there will be adaptation and organization of behavior and the emergence of a feeling of unity (group).
  c) A shared system life (Soeleman, 1986)

Social life means that humans as living creatures have the instinct to always live together in their environment, while what is meant by economic life is that humans have basic needs that must be met for their survival (Gilarso, 1987), human life is equipped with social life and economic life in the form of clothing, housing, food, welfare, income, social facilities and infrastructure, and many others.

3. Income

Revenue is the main objective of establishing a company, as a profit-oriented organization, revenue plays a very large role because revenue can affect the expected level of profit in the sustainability of the company. According to Hertanto (2019) revenue is an increase or increase in assets and a decrease or decrease in company liabilities which are the result of operational activities or procurement of goods and services to the community or consumers in particular.

4. female employees

Female employees / female workers are every woman who works by receiving wages or other forms of compensation. In working, female workers have special rights that have been regulated in the Republic of Indonesia Law No. 13 of 2003 concerning employment. At PT.socfindo Women choose to work to help their husbands in meeting household needs in everyday life.

5. economic and social factors

Women's decisions to work are influenced by economic and socio-cultural factors, married women must consider many things to work. Therefore, the factors that influence married women to work will be better than men. The economic conditions of the family can influence the decision of married women to work. The choice of women to work is one way to overcome economic deficiencies in the family, because by working women can provide additional family income. In addition to economic factors, socio-cultural conditions can also influence women's decisions to work, women who work have a dual role, namely as a housewife and as an employee, so they must be able to divide roles proportionally and balanced

E. RESEARCH METHODS

The research was conducted at PT. Socfindo Kebun Seunagan considering that there are many female employees working at PT. Socfindo and this study also aims to determine what factors cause women to choose to work. The determination of the research location was carried out intentionally (purposive). The research was carried out from October 2022 to November 2022. The determination of the research method was carried out by means of a survey, while the sampling was carried out intentionally (purposive sampling) which was 30 people.

According to Supranto (2003), data collection is divided into 2 types of data, namely:
1. Primary data is data collected directly by individuals themselves.
   through interviews with respondents.
2. Secondary data is data obtained in finished form in the form of publications and journals that have been collected by other agencies.

The influence of socio-economic factors on the family income of female employees at PT. SOCFINDO Kebun Seunagan. was analyzed using Multiple Linear Regression (Riduwan and Sunarto, 2010) with the equation model:

$$Y = + \beta 1X1 + \beta 2X2 + \beta 3X3 + \beta 4X4 +$$

Where :

Y	=Female employee income (Rp)
X_1	= Working hours (hours/day)
X_2	= Number of family dependents (people)
X_3	= Age (years)
X_4	= Education (years)
a0	= Constant
$\beta 1, \beta 2, \beta 3, \beta 4$	=regression coefficient
ε	=confounding variable

The analysis was carried out using the SPSS 20 program.
The t-test was conducted to determine the partial influence of each independent variable on the dependent variable (Ghozali, 2009).

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F. RESULTS AND DISCUSSION

1. Internship Place Description

Llocation of PT. Socfin Indonesia Perkebunan Seunagan is in Purwodadi Village, Kuala Pesisir District, Nagan Raya Regency, West Aceh. Which is ±22 km from the city of Meulaboh with office and factory conditions ±1 km from the Meulaboh-Tapak Tuan highway and the area of the palm oil processing plant is around 3 Ha with the area of PT. Socfindo Seunagan unit 4,867.12 Ha and the area of the productive plantation of 4,514.87 ha. The layout of PT. Socfindo Kebun Seunagan is:

      a. SeeThe northwest side borders Kuala District Coastr.

      b. The northeast side borders Kuala District.

      c. To the east it borders Tadu Raya District.

      d. The southwest borders Cut Nyak Dien Airport and Seunagan Beach.

2. Characteristics of female employees

The following is a description of the characteristics of female employees at PT. Socfindo Kebun Seunagan, namely 30 people who will be used as research samples. The characteristics of respondents who are the main objects of this study are Age, Education level, and number of family dependents.

Table 2 Characteristics of female employee samples at PT. Socfindo

No	Characteristics	Number of people)	Percentage %
	Age		
	40-45	11	36.66
	46-50	18	60
	51-55	1	3.33
	Level of education		
	SD	14	46.66
	JUNIOR HIGH SCHOOL	11	36.66
	SENIOR HIGH SCHOOL	5	16.66
	Number of Family Dependents		
	0	1	3.33
	1-2	14	46.66
	3-4	15	50

Source: primary data, 2023.

Based on table 1, the characteristics of respondents based on age are mostly in the 46-50 years age group, which is 18 people or (60%) and the smallest age group is 51-55 years, which is 1 person (3.33%). Furthermore, the level of education of respondents starts from elementary school, junior high school and high school, the highest or most education level is at the elementary school level, which is 14 people or (46.66%), the smallest education level is at the high school level, which is 5 people (16.66%). The level of education does not affect the income of female employees, this is because the work done by female employees does not require a school diploma or skills that come from school. The level of education they have taken will not affect their income because the type of work done by female employees only requires simple work skills and abilities and does not need to be obtained from formal education.

Respondents with the highest number of dependents of 3-4 people were 15 people (50%), and respondents with the smallest number of dependents, namely 0 or no dependents, were 1 person or (3.33%). This means that the increasing number of family dependents will encourage female employees to work at PT. Socfindo to meet the needs of family members.

2. Determination Test

PIn this study, the correlation value of determination (R Square) produces the influence of socio-economic factors of female employees on family income at PT. SOCFINDO Kebun Seunagan. Regarding the results of the correlation test (R) using SPSS version 20 for windows, it can be seen in the table below.

Table 3. Determination test results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.934a	.872	.852	19,355

a. Predictors: (constant), X1,X2,X3,X4
b. Dependent Variable : Y
   SPSS 20 Processed Source processed in 2023

The results of the determination coefficient obtained (R) Square of 0.872 or 87.2% which indicates that the variables X1, X2, X3, X4 studied have an influence on the socio-economic factors of female employees on family income at PT. SOCFINDO Kebun Seunagan, the remaining 12.8% are other factors that were not studied by the author.

3. Analysis of multiple linear regression coefficients.

Working hours, number of family dependents, age and education are factors that can affect the household income of female employees at PT. Socfindo Kebun Seunagan. Based on the factors that affect the family income of female employees, it can be analyzed using a multiple linear regression model using the SPSS version 20 for window application so that the following results are obtained:

Table 4. Multiple linear regression model.

Model	Unstandardized coefficients		Standardized coefficients	T	Sig
	B	Std. Error	Beta		
1 (Continue)	2242.318	99,502		22,535	.000
X1	146,979	12,434	.891	11,821	.000
X2	7.289	3,731	.151	1,954	.062
X3	2.265	1.273	.144	1,780	.087
X4	3,600	5.356	.054	.672	.508

a. Dependent Variable: female employee income
   SPSS 20 processed sources processed in 2023

Overall, each constant value and coefficient of the independent variable in the multiple linear regression model table can be seen as follows.

Equality :
$$Y1 = 2242,318 + (146,979)+(7,289)+(2,265)+(3,600)+e$$

It means :
1. If the variables of work time, number of family dependents, age and education are considered constant = 0 (no change or reduction), then the family income of female employees is 2242,318.

2. Working time flow coefficient = 146.979

   Based on the multiple linear regression equation, the coefficient of work time outflow is 146.979, meaning that every increase in work hours will increase income by 146.979 percent

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when other variables are constant. The average work time outflow of female employees at PT. Socfindo is 7 hours/day, starting from 07:00-14:00, one hour is used for rest/lunch.

3. Coefficient of number of family dependents = 7.289

    Based on the multiple linear regression equation, the coefficient of the number of family dependents is 7,289. which means that every increase in the number of family members will increase income by 7,289 percent when other variables are constant. This shows that family dependents do not affect the income of female employees at PT. Socfindo. At PT. Socfindo The average number of family dependents is 3-4 people, which is 15 (50%).

4. Age coefficient = 2.265

    Based on the multiple linear regression equation. The age coefficient is 2.265. which means that age does not affect the income of female employees, meaning that every increase in age will increase income by 2.265 percent when other variables are constant. So every female employee is still able to work, so there is no prohibition on female employees to continue working. At PT.Socfindo, the largest age level of working employees is at the age of 46-50 years, totaling 18 people.

5. Education coefficient = 3,600

    Based on the multiple linear regression equation. The education coefficient is 3,600, which means that the higher the education, the higher the income will be by 3,600 percent when other variables are constant. Education cannot affect the level of employment because the work done by female employees does not require special skills or formal education. At PT. Socfindo itself, the highest level of education of female employees is at the high school level, which is 5 people.

4. F test analysis

TestSimultaneous F is used to see the relationship between working hours, number of family dependents, age and education variables simultaneously on the income of female employees in increasing family income at PT. SOCFINDO Kebun Seunagan.

Table 5 simultaneous test results

Model	Sum of Squares	Df	Mean Square	F	Sig
1 Regression	64058.684	4	16014.671	42,749	.000b
Residual	9365.483	25	374,619		
Total	73424.167	29			

a. Dependent variable: female employee income (Y)
b. Predictors: (constant), X1,X2,X3,X4

SPSS 20 processed source processed in 2023

Based on table 4, the calculated F value for the variables of working hours, number of family dependents, age and education on employee income (Y) is seen from the calculated F test of 42.749 for a 5% error of the 2-party test and dk = nk-1 (30-4-1) obtained F table 2.587. where if the calculated f> f table, the influence between working hours, number of family dependents, age and education is obtained on income, in this case the calculated F = 42.749> f table .000, this means that there is an influence of working hours, number of family dependents, age and education on the income of female employees at PT. SOCFINDO Kebun Seunagan (Section 2)

5. T-Test Analysis

T-testused to determine whether or not there is an influence on the income of female employees in increasing family income, the T-test table can be seen in the coefficient table attachment below.

Table 4. Partial Test Results

Model	Unstandardized coefficients		Standardized coefficients	T	Sig
	B	Std. Error	Beta		
1(Continue) X1 X2 X3 X4	2242.318 146,979 7.289 2.265 3,600	99,502 12,434 3,731 1.273 5.356	.891 .151 .144 .054	22,535 11,821 1,954 1,780 .672	000 .000 .062 .087 .508

b. Dependent Variable: female employee income
SPSS 20 processed sources processed in 2023

Based on Table 4, it can be seen that there are several factors that can influence the income of female employees, namely as follows:

a. Working hours (X1)

The correlation coefficient value is 11.821 with a probability value of .000, so H0 is rejected, there is a significant relationship between female employee income and working hours, or it can be said that working hours have a significant effect or influence on female employee income at PT. Socfindo Kebun Seunagan (Roman Y Hutapea, 2012).

b. Family dependants (X2)

The correlation coefficient value was obtained as 1.954 with a probability of .062, so H0 is accepted, there is no significant relationship between the income of female employees and the number of family dependents, or it can be said that the number of family dependents does not affect the income of female employees (Roman Y Hutapea, 2012).

c. Age (X3)

The correlation coefficient value is 1.780 with a probability of .087, so H0 is accepted, meaning there is no significant relationship between age and female employee income. No matter how old the female employee is, as long as they are still strong and able to work at PT. Socfindo, the female employee can still do her job (Roman Y Hutapea, 2012).

d. Education (X4)

The correlation coefficient value is 0.627 with a probability of .508, then H0 is accepted or it can be said that there is no significant relationship between women's income and education (Roman Y Hutapea, 2012). Women who work are not only low or middle class, but also upper class, women who work from the lower class work to get additional income in the family, while those who come from higher classes work in order to develop themselves and they are the ones who get higher education opportunities (Eliana and R. Ratina, 2007).

CONCLUSION

Based on the results that have been analyzed, it can be concluded that the results of the research are as follows:

1. Based on the results of the T count from the study, only 1 variable has an effect on the increase, namely the amount of working hours, while the variables of the number of family dependents, age and education do not affect the income of female employees at PT. SOCFINDO Kebun Seunagan (department 2).

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2. Based on the calculated F, the F table is .000, where if the calculated f> f table, the influence between the amount of working time, the number of family dependents, age and education has an effect on the income of female employees at PT. SOCFINDO Kebun Seunagan.

SUGGESTION

Based on the research conducted, it can be suggested:

1. It is recommended that companies provide training to female employees to increase women's income contributions so that they can work in more diverse and varied businesses.
2. For female employees whose income is less than their expenses, they should have a side job to be able to meet their family's needs.
3. Even though they work to support and help their husbands to earn an income, female employees must also pay attention to their role in the household, as a wife and a mother.

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