

The Effect of Social Security and Career Development on the Work Commitment

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STIE YAPAN

Abstract

This study purposed to test the influence of sosial insurance and simultaneous careeer development that hadsignificant influence to employee commitmen in PT. Petrokimia Gresik. The variables that are analyzed as affected factor that influence the workcommitmennt were social insurance (x1) and career development (x2). The population in this study was 81 employees and the sample was 81 employees. For data collection technique. The writer used questionnaires, documentation, interview, observation, and staisical analysis using linear regresaion. Based on the data analysis technique, it could be concluded that there were significant simultaneous social insurance that was influence work commitment on the employees of PT. Petrokimia Gresik Tbk. It could be seen by t-test where the test obtained the significant value on work commitment of the employees in PT. Petrokimia Gresik. Career development and sosial insurance had a simultaneous effect on employees of PT. Petrokimia Gresik. it can be evidenced by f-test where the test obtained significant value. This was intended to guarantee social insurance and career development should be concerned on PT Petrokimia Gresik to improve and support the directness business and target of the company. Thus if it could be noticed and applied in the company, an employee or employees would always give the best work for the company.

Key words: *social insurance, career development, and work commitment.*

INTRODUCTION

Background

Human resource management is universal to improve the achievement of organizational goals. Weber's theory of "organizational function structure" mentioned by Mangkunegara (2005:7) states that human resource management becomes important and main in strengthening the achievement of organizational goals. The basis of this theory is used as a systematic scientific framework, including rules, principles and concepts that tend to be true in every managerial condition, in assessing the quality of human resources.

Human resources are an important role for the success of an organization or company, because humans are living assets that need to be maintained and developed. Therefore, employees must get special attention from the company. The fact that humans as the main asset in organizations or companies, must get serious attention and be managed as well as possible. This is intended so that the company's human resources are able to make an optimal contribution in efforts to achieve organizational goals. In managing human resources, management is needed that is able to manage resources systematically, planned, and efficiently. One of the things that must be a major concern for human resource managers is the social security system, career development and also employee work commitments.

Social security is a means of fulfilling various aspects of needs so that the social welfare of employees can be met. Social welfare according to Law Number 14 of 1974 is social welfare is a system of life and social livelihood, material and spiritual that is covered by a sense of safety and inner peace that allows every citizen to make efforts to fulfill the best physical, spiritual and social needs for the family, and society by upholding human rights and human obligations in accordance with Pancasila (Article 2 paragraph 1).

Social security provided by employers to their employees is based on predetermined policies. Wisdom in the form of regulations basically regulates the relationship between employers and their employees in meeting the needs of their employees. The fulfillment of these needs will increase the work productivity of an employee. The provision of social security and career development of an employee is the fulfillment of the needs that need to be given by the company to its employees which will ultimately encourage someone to achieve the needs of self-actualization and increase work productivity and maintain their commitment to keep working for the company because the attention of employees at work will be centered on their work earnestly, thus employee work productivity will increase.

According to Sentanoe Kartonegoro (1987: 8), social security is a protection of public welfare organized or fostered by the government to maintain and improve the standard of living of the people. From this formulation, it can be explained that social security is a form of program that provides protection and maintenance of social welfare in various aspects of life and provides compensation or benefits for people who experience social and personal events and in essence this social security aims to prevent, avoid and overcome widespread events again.

Career development is basically oriented to the development of companies / organizations in responding to future business challenges. Every organization must accept the fact that its future extension depends on competitive human resources, an organization will regress and may eventually be left out due to its inability to face competitors. Such conditions require organizations to conduct career coaching on workers, which must be carried out in a planned and sustainable manner. In other words, career coaching is one of the HR management activities, it must be carried out as a formal activity carried out in an integrated manner with other HR activities.

According to Mathis and Jackson (2006: 342) suggests that the definition of career is as follows: Career is a series of positions related to work that a person occupies throughout his life. Furthermore, according to Rivai (2003: 290) defines that career development is the process of increasing individual work abilities achieved in order to achieve the desired career. Furthermore, the definition of career development proposed by Dubrin (1982: 197) quoted by Mangkunegara (2000: 77) is as follows: Career development is a personnel activity that helps employees, employees plan their future careers in the company so that the company and the employees concerned can develop themselves optimally. Furthermore, according to Wahyudi (2002: 161) defining career development is that everyone who works in a company will have a number of expectations as a reward for the sacrifices or achievements they have given.

Robbins and Judge (2007) define commitment as a state in which an individual takes sides with the organization and his goals and desires to maintain his or her membership in

the organization. While Mathis and Jackson (in Sopiah, 155) define organizational commitment as the degree to which employees believe and are willing to accept organizational goals and will stay or will not leave the organization).

In this case, these three elements are very important to be considered by a company PT. Petrochemical Gresik. Currently, there are still many large companies that still neglect the social security program for their employees so that many employees who lack loyalty at work because social security for themselves has not been fulfilled, which causes concern and causes insecurity in a worker about the continuity of his job when a person is no longer productive to work. In addition, the career development of an employee or employee also needs to be a concern by the company. There are so many problems that arise in the company, especially at PT. Petrokimia Gresik, for example, in and out of new employees, one of the causes can be because of an employee or employee who has worked and served the company for many years but he feels that his work loyalty has not been appreciated because of the absence of a career path at the company. Eventually many employees or employees leave their previous workplace and hope that they work in other companies to get better career development and career path. If the company is able to pay attention to these two elements, it will form employees or employees have a sense of commitment at work.

Social Security and employee career development must always be a concern of PT. Petrokimia Gresik to continue to be improved in order to support business continuity and achieve optimal company targets. Thus, if this can be considered and applied properly to the company, an employee or employee will always try to continue to contribute the best he has to the company. PT. Petrochemical Gresik.

Problem Statement

Based on the above background, the problem formulated is as follows:

1. Does Social Security affect the Work Commitment of employees at PT. Gresik Petrochemical in Gresik Regency?
2. Does Career Development affect the Work Commitment of employees at PT. Gresik Petrochemical in Gresik Regency?
3. Does Social Security and Career Development affect the Work Commitment of employees at PT. Gresik Petrochemical in Gresik Regency?

Research Objectives

1. To determine and analyze the effect of social security on employee work commitment at PT. Petrokimia Gresik
2. To determine and analyze the effect of career development on employee work commitment at PT. Petrokimia Gresik
3. To determine and analyze the effect of social security and career development on employee work commitment at PT. Petrokimia Gresik

Research benefits

1. For the author, it is to be able to prove for himself the theories of social security and career development and their influence on employee commitment in the world of work (company) that the author gets during college.
2. For Companies, it can be used as input material in establishing the social security system, career development and employee work commitment to the company.
3. For other parties, it is as a reference or reference for research, especially regarding social security, career development and employee work commitments.

THEORETICAL FOUNDATION

1. Social Security. Social security is a form of social welfare business which is a protection system so that someone who gets the service and his family has peace, and this value will cause job satisfaction from the employees themselves. Social security can be interpreted, as stated by Harun Alrasyid as follows: "Social security is a protection of public welfare organized or fostered by the government to maintain and improve the standard of living of the people", (Kartonegoro, 1987:8).
 - a. Death Insurance. In social security, death can be interpreted as a work accident. This death can be caused not only by work accidents but also from work. Death can result in two types of financial loss for the employee's family. First, the cessation of the ability to earn income from the deceased, second, the growth of nursing costs, sickness and burial costs. Therefore, the employee's family needs to get compensation and benefits from the company to overcome the losses and problems faced.
 - b. Old-age pension. Old age insurance is a problem that will be faced by employees. In old age income will stop or decrease, to deal with this is the provision of pensions. In relation to pension issues.
 - c. Invalid pension. Pension benefits for participants, which are paid if participants become disabled according to (Article 1 Number 12 of Law Number 11 of 1992 concerning Pension Funds).
 - d. Survivors pension. The legal spouse of the deceased employee or employee pension recipient. (according to Article 3 of Law Number 11 of 1969, employee pension).
 - e. Work Accident Insurance. Work accidents are events that are not desired by anyone, because of the possibility of disability or death where it is for workers or employees will be a problem in facing work. The definition of work accidents is formulated in the model a come security Recommendation, 1994. By using the term "Employment Injury" as follows: "Employment Injury, as a physical accident / illness as a result of work and accidents that cause temporary or permanent work disability or death", (Sentanoe Kartonegoro, 1987: 59). From this formulation, it can be concluded that work accidents are not only interpreted as disability, but can also be a disease caused by work and can be interpreted as death.
 - f. Unemployment Insurance. The risk of loss of income due to unemployment is one of the most important sources of uncertainty about the future of employees, the future risk of

unemployment must be covered, dependents are given if employees are honorably dismissed. Unemployment that occurs is not due to the desire of an employee or employee. For example, being hit by termination of employment (layoffs) from while unemployed remains able and willing to accept suitable workers.

- g. Health Insurance. In the social security sense, illness is a temporary condition that ends in recovery, disability or death. Therefore, to keep things that are more fatal to employees, it is necessary to maintain health through health service guarantees.
 - h. Previous Research Research on the effect of work commitment and work climate of employee organizations on employee performance, In the insurance company Allianz conducted by Megawati (2005). The sample of this study was Allianz insurance agents spread across the city of Surabaya totaling 83 people and the distribution of questionnaires was carried out using the random sampling sample method. The results of the study using multiple regression showed that together, employee commitment and organizational climate affected agents by 44.3%, while the remaining 55.7% was influenced by other variables. The effect of employee commitment to performance was 50.2%, while the remaining 49.8% was influenced by other variables. The influence of organizational climate on performance was 59.1%, and the remaining 40.9% was influenced by other variables.
2. Understanding Career Development. An individual who first receives a job offer will have a different procurement about the job, when compared to an individual who has been working for a long time. Those who have worked for a long time will be broad-minded and meaningful. The perception of work changed not only as a source of income, but also as something that could be possessed by other desires, such as respect from others, competition for power and higher positions. In connection with this, every employee must be given the opportunity to develop their careers, namely as a tool to motivate them to perform better.

Career Development Indicators

No matter how good a career plan that has been made by a worker with reasonable and realistic career goals, the plan will not become a reality without systematic career development. Although the human resource management department can play a role in these development activities, it is actually the workers who are most responsible themselves. This is one of the fundamental principles of career development.

According to Siagian (2006:215), the factors that affect the career development of an employee are:

1. Work Performance

The most important factor for improving and developing the career of an employee is on his work performance in performing the tasks entrusted to him. Without satisfactory job performance, it is difficult for a worker to be proposed by his or her employer to be considered for promotion to a higher job or position in the future.

2. Introduction by other parties

It is various authorities who decide whether or not someone should be promoted such as direct superiors and personnel department leaders who know the ability and work performance of an employee.

3. Loyalty to the organization

It is the dedication of an employee who wants to continue working in the organization where he works for a long period of time.

4. Mentors and sponsors

A mentor is a person who provides advice or advice to employees in an effort to develop their careers. While a sponsor is someone within an educational institution who can create opportunities for employees to develop their careers.

5. Support of subordinates

It is the support provided by subordinates in the form of succeeding the duties of the manager concerned.

6. Opportunity for growth

It is an opportunity given to employees to improve their abilities, both through trainings, courses, and also continuing their education.

7. Resignation

It is the decision of an employee to stop working and switch to another educational institution that provides greater opportunities for career development.

Definition of Commitment

Robbins and Judge (2007) define commitment as a state in which an individual takes sides with the organization and his goals and desires to maintain his or her membership in the organization. While Mathis and Jackson (in Sopiah, 155) define organizational commitment as the degree to which employees believe and are willing to accept organizational goals and will stay or will not leave the organization).

Steers (Kuntjoro, 2002) defines organizational commitment as the sense of identification (belief in organizational values), involvement (willingness to try the best possible for the benefit of the organization) and loyalty (desire to remain a member of the organization concerned) expressed by an employee towards his organization. Steers argues that organizational commitment is a condition in which employees are very interested in the goals, values, and goals of the organization. Commitment to the organization means more than formal membership, because it includes an attitude of liking the organization and a willingness to strive for a high level of effort for the benefit of the organization for the achievement of goals.

Indicators-Work Commitment Indicators

Mowday quoted by Sopiah (2008) said there are three aspects of commitment, including:

1. Affective commitment, which relates to the desire to be attached to the organization. Individuals settle in organizations of their own accord. The key to this commitment is want to.
2. Continuance commitment, is a commitment based on rational needs. In other words, this commitment is formed on the basis of profit and loss, considering what must be

sacrificed if it will stay in an organization. The key to this commitment is the need to persevere.

3. Normative Commitment, is a commitment based on norms that exist in employees, containing individual beliefs of responsibility to the organization. He felt that he had to endure because of loyalty. The key to this commitment is the obligation to stay in the organization (ought to).

Factors Influencing Work Commitment

Employee commitment to the organization does not just happen, but through a fairly long and gradual process. Steers (in Sopiah, 2008) states three factors that affect an employee's commitment, among others:

1. Personal characteristics of workers. This includes the length of time they serve in the organization, and the variety of different needs and wants of each employee.
2. Features of the work. Such as task identity and opportunities to interact with colleagues.
3. Work experience. Such as the reliability of the organization in the past and the way other employees express and talk about their feelings about the organization.

RESEARCH METHODS

Population

Population according to Sugiyono (2011:61) is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. Meanwhile, according to Arikunto (2006:130) the population is the entire subject of research. As for this study, the population is all employees of the office department at PT. Petrokimia Gresik A total of 420 people.

Samples

According to Sugiyono (2011:62) the sample is part of the number and characteristics possessed by the population. So the sample can represent and describe the population.

Hypothesis

The definition of hypothesis according to Sugiyono (2004) is a temporary answer to the research formulation where the formulation of the research problem has been stated in the form of a statement sentence. The hypotheses used in this study are:

1. Social security has a significant effect on the work commitment of employees at PT. Petrokimia Gresik.
2. Career development has a significant effect on the work commitment of employees at PT. Petrokimia Gresik.
3. Social security and career development simultaneously have a significant effect on the work commitment of employees at PT. Petrokimia Gresik.

DISCUSSION OF RESEARCH RESULTS

Analysis technique is a method of processing data obtained from the company and then processed and analyzed to become a device of results, both in new discoveries and in the form of truth hypothesis tests. The use of data analysis in this study uses quantitative data.

1. Test results on the hypothesis that reads social security has a significant effect on employee work commitment at PT. Petrokimia Gresik, using the t-test obtained t-calculate the variable social security = 9.479 with a significance value of 0.000 so that ($0.000 < 0.05$), which means that social security has a significant effect on work commitment.
2. Testing results on the hypothesis that reads "Career development has a significant effect on employee work commitment at PT. Petrokimia Gresik". using the t-test obtained tcalculate the variable Career development = 3.006 with a significance value of 0.004 so that ($0.004 < 0.05$) which means that career development has a significant effect on work commitment.
3. Test results on the hypothesis that reads "Social security and career development have a significant effect on employee work commitment at PT. Petrokimia Gresik, by using the F test obtained F test = 126.989 with a significance value of 0.000 so that ($0.000 < 0.05$). Which means Social security and career development have a significant effect on work commitments.

CONCLUSION

Based on the results of data analysis using multiple linear regression with the help of the SPSS program version 20 and the discussion that has been carried out, the conclusion of the research on "The Effect of Social Security and Career Development on Employee Work Commitment at PT. Petrochemical Gresik. which refers to the research objectives, hypotheses and analysis models are as follows:

1. Social Security has a significant effect on the Work Commitment of employees at PT. Petrokimia Gresik. This is evidenced by the t-test, where a significant value is obtained in the test.
2. Career development has a significant effect on employee work commitment at PT. Petrokimia Gresik. This is evidenced by the t-test, where a significant value is obtained in the test.
3. Social Security and career development simultaneously have a significant effect on the Work Commitment of employees at PT. Petrokimia Gresik. This is evidenced by the F-test, where a significant value is obtained in the test.

Suggestion

Based on the results of the research and conclusions that have been taken, the suggestions that can be proposed related are as follows:

1. It is expected that social security for employees will be increased, especially regarding widower or widow insurance and unemployment insurance. This is so that employees at work will be more comfortable and calm, so that employee work commitment will increase and this will affect employee results at work.
2. It is expected that employee career development will continue to run and be further improved by the company. With career development, it is expected that the ability and expertise of employees at work will increase.
3. Hope from the author hopefully this thesis can be a reference for readers to further improve in future research to make it better.
4. Government policy is expected to further increase the expansion of social security participation as a whole in order to fulfill the basic rights of labor / society, because the social security benefits provided are actually as a substitute for income lost due to illness, accidents, while not working and or reaching retirement age.

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