

## DETERMINANTS OF EMPLOYEE WELFARE AT UNIVERSITY MUHAMMADIYAH OF NORTH SUMATRA DURING COVID 19 PANDEMIC

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### Abstract

The purpose of this study is to determine the effect on income, health services and social services of employees at the University Muhammadiyah of Sumatera Utara or abbreviated UMSU. In the COVID-19 pandemic situation, many socio-economic impacts occurred on companies in the world, including at the UMSU as a higher education institution. This study uses primary and secondary data with quantitative descriptive analysis methods. This study took 12 respondents as samples from employees at UMSU by taking samples at the UMSU Administration Bureau. The results of the study concluded that income had a positive but not significant effect on welfare. Health services have a positive effect on welfare, while social services have a positive and significant effect on income. This research proves that the leadership of UMSU, in this case the Chancellor of UMSU, is very interested in maintaining the economy and employee immunity during the Covid 19 period which is currently engulfing the world.

**Keywords:** Welfare, Public Services, Pandemic Situation

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## Introduction

UMSU as the best private educational institution in North Sumatra and even on the island of Sumatra seeks to give dedication or respect to its employees in terms of income, health services and social services, especially during the current pandemic conditions that create a gap between the rich and the poor. In addition, the spread of the virus requires employees to focus more on saving themselves through health to avoid the spread of the virus.

UMSU has a strategy in handling the spread of the virus by following health protocols, besides that social movements are also the most important thing, when some people experience a decrease in income so that social assistance is the most important thing to do by providing basic necessities. In this study, researchers tried to analyze the welfare of employees at the UMSU with indicators of income, health services and social services during the Covid 19 pandemic so that it can be found that UMSU's strategy in handling the impact of Covid 19 can be used as a reference for all educational institutions.

The data obtained from the North Sumatra government, there are at least a number of patients who have been confirmed to have Covid 19, here are the data:

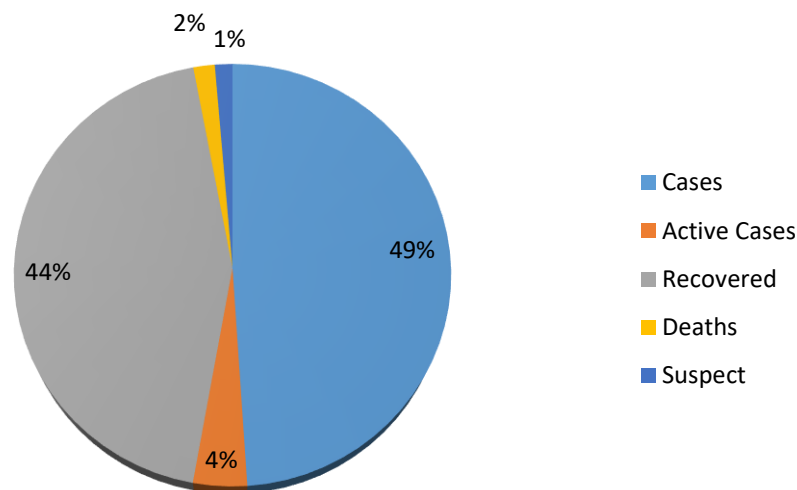


Figure 1. Covid 19 Situation in North Sumatra per May, 05 2021

From the data, the number before May 5 had an increase that Covid 19 cases reached the highest point at the percentage of 49%. Of course, the number of victims of Covid 19 will continue to increase and spread to various social problems. The government of North Sumatra is trying its best (policies and program) to prevent its spread through various policies even though they seem to stretch social feelings such as maintaining distance and Large-Scale Social Restrictions (Kresna & Ahyar, 2020), namely regulations issued by the Ministry of Health The Republic of Indonesian in the context of accelerating the handling of Covid-19 so that it can be immediately implemented in various regions including in North Sumatra which is stated in the Regulation of the Minister of Health Number 9 of 2020 (Fahriyani dkk., 2021; Larasati, 2021).

Welfare is a right that must be accepted by the community or an individual, it can not only be measured if it only uses income and education level. However, well-being can also be seen from the lifestyle of a society or individual. How a person interacts and acts with his environment is a picture of a lifestyle (Saputri, 2020). The importance of community empowerment in order to improve the community system is of course community independence (Agustana, 2020; Amri & Ferizko, 2020; Andriyani dkk., 2022). But unfortunately, the government and stakeholders have not been able to provide indicators of welfare to the wider community such as education, income and health (Abriyanti, 2021; Ahkam, 2018).

## **Methods**

The sample of the population in this study are staff who worked in the rectorate bureau of the UMSU on Jalan Mukhtar Basri, namely 12 people. The sources of data used in this research are primary data and secondary data, while the types of data are qualitative data and quantitative data. The data collection technique used (1) documentation, used to collect the required data sourced from the UMSU. This data is used to complete the results of the questionnaire, while the required documentation data is in the form of employee profiles of the UMSU, organizational policies regarding the Covid 19 pandemic handling program and employee welfare programs; (2) questionnaire, is a data collection technique by compiling a questionnaire instrument given to respondents. Instruments of income, health services, education services and welfare are measured by a 5 (five) point Likert Scale in the form of a positive statement (favorable). The research instrument test uses validity and reliability tests,

followed by classical assumption tests, namely the multicollinearity test, autocorrelation test, heteroscedasticity test and normality test. The analysis tool uses (1) multiple linear regression analysis, which aims to determine the effect of competence, motivation, communication, and welfare on employee performance; (2) t test, aims to test the significance of the partial effect; (3) the coefficient of determination test ( $R^2$ ) in this study aims to determine the magnitude of the influence of all independent variables on employee welfare in percentage (See Figure 1).

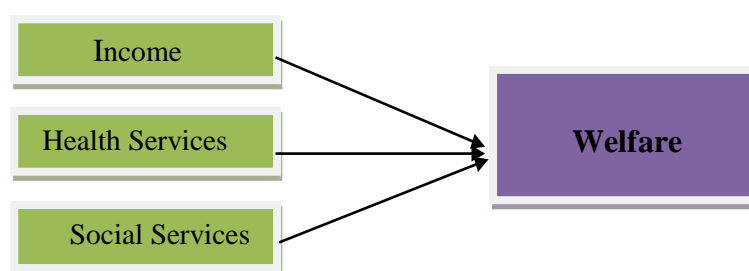


Figure 2. Conceptual Framework

## Result and Discussion

UMSU as a higher education institution cares and participates for its employees in this Covid 19 condition. Basically, there are no employees who have an impact on Covid 19 because UMSU as an institution engaged in professional education plays an active role in the welfare of its employees by providing salaries as usual. Maybe outside of work at UMSU, employees who carry out business activities outside, affect their income such as selling (second jobs) snacks and others.

As an institution engaged in the health sector, Muhammadiyah and its charities play a role in improving the quality of public health by establishing health facilities such as hospitals and clinics to respond to health problems. The Muhammadiyah health facility is present, not only for the general public but also for employees who work in Muhammadiyah charities, including UMSU employees.

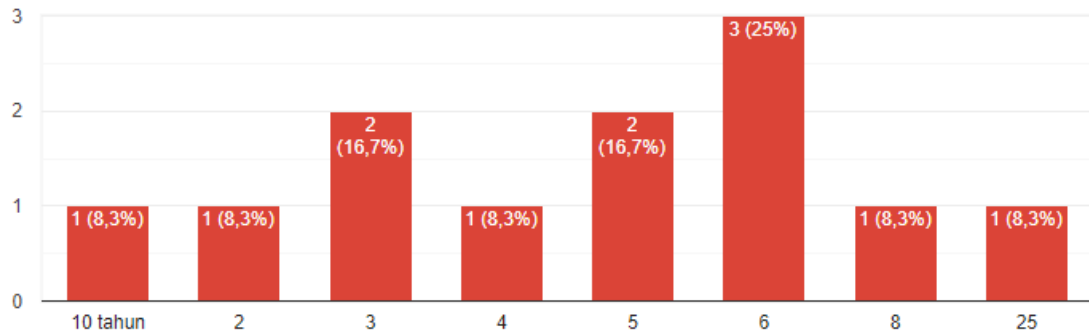


Figure 3. The Length Work of Employee

From the Figure2, it can be seen that employees who have worked at UMSU have been working for more than 10 years and even up to 30 years. So they do not choose other permanent jobs except at UMSU. This Institution gives any rules that make the employees feel enjoy and interest to stay and work in UMSU.

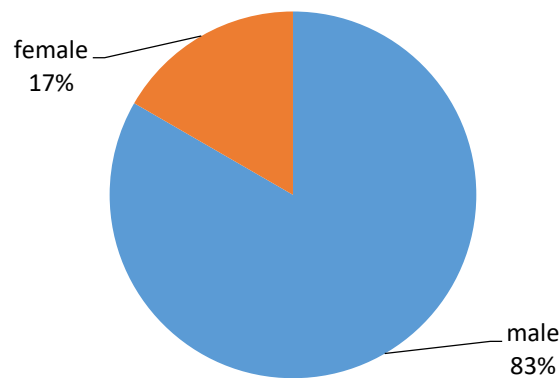


Figure 4. Employee by Sex

The sample of the population employees who work at UMSU, they are 83 percent is male and 17 percent is female. Its mean, almost 80 percent male who work at UMSU overall. The leaders of UMSU believe that, male has responsibility to his family than female. So, the priority of employee is man.

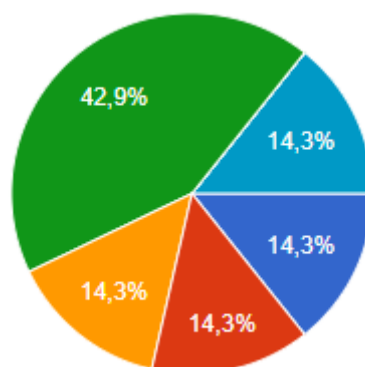


Figure 5. Another Job of Employees

Based on Figure 3, the employees have second job (not permanent) that is 58,3 percent. They choose any type of job that do not disturb their permanent job. Trade (food, drink and any material like furniture) is the second job about 42,9 percent. They are as management that need more time to keep and see their trading. Her/his family or close relationship is one (or more) who trust person to operate his/her trade. And others second job is teaching the kid (course), they accepted the kid to learn any subject in his/her house, and do their home-work.

The results of the validity test show that the product moment correlation coefficient ( $r$  count) on all question items is greater than  $r$  table (1) indicating that the question items in the questionnaire are valid. The results of the reliability test show that income, health services, social services and welfare have Cronbach's Alpha coefficients greater than  $R$  table (0.8), which means that the instrument variables of income, health services, social services and welfare are valid. This is based on "if the value of Cronbach's Alpha  $>$   $r$  table then the questionnaire is declared reliable (Widiyanto, 2010).

The regression model from the results of this analysis:

$$Y = 0.795 + 0.912 X_1 + 0.593 X_2 + 0.930 X_3 + e$$

The coefficient constant ( $\beta_0 = 0.795$ ) indicates that when the respondent's value is 0 then the respondent's answer regarding welfare is 0.795. The income regression coefficient ( $\beta_1 = 0.912$ ) indicates that each respondent's answer value regarding income is 1 unit, it will increase the value of the health service regression coefficient ( $\beta_2 = 0.593 X_2$ ), indicating that each respondent's answer value regarding health services by 1 unit will increase the coefficient value. Social service regression ( $\beta_3 = 0.930$ ) shows that the respondent's answer about social services is 1 unit, it will increase the value of the respondent's answer regarding employee welfare by 0.930.

Table 1. Partial t-Test Results

Model	Coefficients <sup>a</sup>						Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF	
	B	Std. Error	Beta					
1	(Constant)	5,143	4,966		1,036	,331		
	x1	,037	,607	,024	,061	,953	,316	3,163
	x2	,583	,322	,660	1,812	,108	,368	2,714
	x3	,119	,401	,126	,298	,773	,273	3,662

a. Dependent Variable: y

The variable of Income t count = 0.061 < 1.782 p = 0.953 > = 0.05 which means that income has no significant effect on welfare. Health service variable t count 1.812 > 1.782 p = 0.108 > = 0.05, which means that health services have a significant effect on welfare. Social service variable t count 0.298 < 1.782 p = 0.773 < = 0.05, meaning that social services have no significant effect on employee welfare.

Table 2. Simultaneous F-test Results

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	24,151	3	8,050	4,151	,048 <sup>b</sup>
	Residual	15,515	8	1,939		
	Total	39,667	11			

a. Dependent Variable: y

b. Predictors: (Constant), x3, x2, x1

From the ANOVA test or the F test, it can be seen that the calculated F is 24,151 and with a probability of 4.151. Value of Sig. 0.048 < 0.05 which means Ho is rejected Ha is accepted or Income (X1), Health Services (X2) and Social Services (X3) simultaneously affect Welfare (Y).

Table 3. Result of Coefficients Determination Test

Model Summary <sup>a</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,780 <sup>a</sup>	,609	,462	1,39263	1,547

a. Predictors: (Constant), x3, x2, x1

b. Dependent Variable: y

The coefficient value (R2 = 0.609) means that the effect on welfare is explained by 60.9% by income, health services, social services, while the effect of other variables on welfare of 39.1% is explained by other factors.

Income is a result received by a person or household or company from trying or working. In obtaining income, there are many types of work carried out by the community including farming, fishing, livestock raising, labor, and trading as well as working in the government and private sectors. Different professions, the income and or salary that people get depends on the number of people's needs that require this type of business.

UMSU employees, do other work to earn income without interfering with the main job. They work as a hobby or add to other activities outside UMSU. As the head of the administrative bureau, Mr. Erwin said that the employee's income is more than the Provincial Minimum Wage set by the government. It has effects on many things of human life (Alridho, 2018; Refira, 2021). The difference is, the income is in the form of salaries, holiday allowances, rewards and others (Nurhasanah, 2021; Roat dkk., 2021, 2021).

Income is a major factor in well-being (Aricahyani, 2019; Teneh dkk., 2019). However, employees work more from home thus interfering with other jobs. The government does not allow employees to work during the Covid-19 pandemic, of course, it has a negative effect on welfare. During the Covid 19 pandemic, UMSU leaders prioritized employee health by providing rules and advice to employees, including maintaining health, using masks and washing hands after completing activities. To ensure that employees are not affected by Covid 19, UMSU has prepared a checking facility using a rapid test.

Basically, UMSU provides food or basic necessities to its employees. But not maximal, for example 2 (two) times a year (2020) so that it does not have a positive effect on employee welfare. However, UMSU remains committed and ensures employees remain in a stable economic condition.

The leaders of UMSU act quickly with policies that require UMSU employees to stay healthy and be able to work in new normal conditions. Vice Rector III stated “The team, which will involve elements from the Faculty of Medicine and health workers at the Muhammadiyah General Hospital in North Sumatra, work to socialize and coordinate with the government to anticipate the spread of the corona virus early on in the campus environment and the community”. The policies are to make a letter intended for the UMSU environment, including UMSU employees and lecturers, among others.



1. Suspending travel abroad for purposes that can be postponed, especially in countries affected by COVID-19;
2. For those who have recently traveled abroad (especially from countries exposed to the WHO version of COVID-19), please limit interaction (self-isolated) with other members of the Muhammadiyah University of North Sumatra and family/household members for 14 days since his return to Indonesia. If within 24 days you experience fever, cough, runny nose, shortness of breath and others, please immediately check with dr. Pirngadi Medan and send the results of the check-up via email to [baum@umsu.ac.id](mailto:baum@umsu.ac.id);
3. Conducting healthy lifestyle behaviors by washing hands more often with soap (or alcohol-based hand rub/hand sanitizer), consuming healthy foods to further increase endurance, minimizing activities in crowds that are not needed.
4. Protect yourself and the environment by wearing masks and reducing interactions with other members of the University Muhammadiyah of North Sumatra academic community, as well as family/household members for those experiencing symptoms of influenza.
5. Actively take precautions against influenza including SARS and COVID-19 in their respective work units by doing:
  - a. Dissemination of information (health literacy) without panicking;
  - b. Providing hand washing facilities using alcohol-based soap/hand rub in every room/strategic place;

Make provisions so that cleaning services are more frequent in cleaning places that are often held hands, such as tables (especially in meeting rooms), doorknobs, window handles, elevator button boards, stair rails/handrails, and others with disinfectant (0.1% chlorine solution according to WHO standards).



Figure 6. UMSU Holds Interfaith Mass Covid-19 Vaccination - University of North Sumatra Muhammadiyah (UMSU)

In the context of the constitution, the government must be ready to provide health services in health facilities (such as hospitals, health centers, clinics) for the welfare of its citizens. In fact, Islam as the majority religion supports in providing teaching and moral education. Because medical care and nursing care are part of morality. The profession of doctor and nursing for Muslims is believed to be a profession that has the value of worship, serving humans and humanity (humanistic), prioritizing the health interests of individuals, families, groups and society above their own interests by using a holistic approach. During Covid 19, Muhammadiyah which has its business charities (hospitals and clinics) contributes to the health of its employees. Thus the paradigm of Islamic health services has main components, namely; human-humanity, environment, health-health, medical and nursing.

## Conclusion

Basically, welfare is the ideal of a person in a small scope and the state in a large scope, especially during the covid 19 pandemic, meaning that there is a need for an answer from a leader to provide welfare facilities to his people such as income, health services and social services. Ensuring this is not just a dream but must be done in various ways, for example in a country with minimal natural resources, but leaders must think and work to provide wider employment opportunities with justice.

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