

**THE INFLUENCE BETWEEN EDUCATION LEVEL, MOTIVATION, CONFLICT AND THE ROLE OF FEMALE WORKERS TO FAMILY INCOME (CASE STUDY ON DODOL BUSINESS IN PASAR BENGKEL PERBAUNGAN, SERDANG BEDAGAI)**

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**ABSTRACT:** *The research analyse know the Influence of Education Level, Motivation, and Conflict Role of Female Worker to Family Income (Case Study on Dodol Business in Pasar Bengkel Kabupaten Serdang Bedagai). The research method is quantitative method. Population is employees at Dodol Business in Pasar Bengkel Perbaungan Kabupaten Serdang Bedagai amounted to 50 people. The result of this research is partially positive influence between the Education Level and Family Income. Partially Motivation has a positive effect on family income. Partially there is a negative effect of conflict on the role of women's work on family income. Simultaneously there is influence of independent variable level of education, motivation, and work role conflict to family income dependent variable equal to 75,3%.*

**KEYWORDS:** Education Level; Motivation, Role Of Women's Worker; Family Income

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## **INTRODUCTION**

Economic growth of a region can be seen from the increasing of industrial activity one of them is small and medium industry. Small and medium-sized industries are not only a labor absorber, small industries are able to help during the current crisis. Small and medium industries play a big role especially in relation to domestic economic and social problems, meaning that the existence or development of small-scale enterprises is expected to give a significant influence on efforts to overcome the problem. In a business or industry is said to succeed certainly requires human resources as a source of labor in carrying out every activity, because humans become planners and perpetrators of the realization of the goal of a business, whether for large or small scale business. For every household that has income from an income alone is not enough to meet daily needs. Therefore, the need for additional in the family economy of one of them entrepreneurship. It affects a wife who wants to help increase family income. Aside from being a breadwinner they also do domestic work and are involved in social activities. Coupled with the productive roles attached to them. The number of roles that must be done this will certainly lead to conflict between business and household. In the reality that women not only act as housewives, the social and economic demands of the household that are quite heavy encourage women to make a living to increase family income. Some of the motivation of women to work is because the husband is not working, the household income is low while the number of family dependents is high enough, the filling time, want to earn their own money, and want to find experience (Asyiek, et al) in Artini and Handayani (2009: 10). The current phenomenon is that in Serdang Bedagai there are limited job opportunities which result in people working as laborers or casual workers. Every year there is an increase in labor so that it

causes trade to increase. The women can help their family's economy willing to work from morning to evening to become laborers. The amount of time used to work causes time with husband and child to decrease and will lead to conflict. Besides that, demographic factors also cause *Serdang Bedagai* to become an area where people on average work as farmers. With low education, they try to fulfill their needs without thinking that by changing education to be high, it is hoped that living standards will be higher. Social factors are growing that the people in *Serdang Bedagai* are on average Javanese. One of the cultural characteristics of Javanese tribes is that they like to gather where the atmosphere of togetherness is more important for their lives even in their activities in working together this atmosphere continues.

The explanation is summarized that the variables in this title are limited to the level of education, motivation and role conflict of women workers. The existence of low education is not enough to meet the needs, whereas with high education a person is able to change his life to be better. In addition to the level of education seen, there is motivation in working so that if someone is not motivated to work then he cannot achieve the goals he wants. And the conflicts of women workers can be very much from external and internal factors. There are several problems that will be searched for in this study: (1) partially, how is the effect of female education level factor on family income ?, (2) partially, how is the influence of female worker motivation factor toward family income ?, (3) ) partially, what is the effect of female worker conflict factors on family income ?, (4) partially, how does the level of education, motivation, and conflict affect the role of female workers towards family income ?. The main objective of this research is to analyze the influence of female worker education level factors on family income through *dodol* effort, to analyze the influence of female workers 'motivation on family income through *dodol* effort, to analyze the influence of female workers' conflict on family income through *dodol* effort, to analyze the influence level of education, motivation, and conflict of role of women workers in family income through *dodol* efforts.

## THEORETICAL FRAMEWORK

### Level of education

According to *Ihsan (2005: 22)* the level of education is often equated with education because these two words have the same meaning. The level of education is a sustainable set of educational stages, defined by the level of the learner's development, the level of instructional complexity, and the manner in which the teaching materials are presented. Factors influencing the level of education according to *Hasbullah (2003)* are as follows: (1) Ideology, (2) socioeconomic, (3) socio-cultural, (4) development of Science and Technology, (5) Psychology. The education level indicator is according to the Law on National Education System No.20 of 2003 that consists of basic education, secondary education and higher education.

### Working Motivation

The term motivation comes from the Latin word "*movere*" which means encouragement or movement. Motivation questions how to direct power and the potential to work towards the goals set (*Hasibuan, 2006: 141*). Types of motivation according to (*Hasibuan, 2006: 150*) namely, positive motivation and negative motivation. The theory of motivation by using Maslow's theory by raising five levels of needs, namely: physiological needs, safety and

security needs, social needs, the need for appreciation, and self-actualization. The motivation of working women is according to (Rini, 2002) namely: financial needs, social-relational needs, and self-actualization needs.

### **Working Conflict**

According to Winardi (2004: 384), "Conflict is a situation, where there are various objectives or various emotions that do not correspond to each other, in some individuals or between several individuals which then leads to conflict". Sunyoto (2012: 218) explains that, "Conflict is disagreement between two or more members of an organization or groups within an organization that arise because they must use scarce resources together or carry out activities together or because they have status, different goals, values and perceptions". Factors causing conflict are according (Winardi, 2004): individual characteristics, and situational factors. Types of work conflict according to (Nimran, 1997) are: individual intra-conflict, individual conflict, group conflict, and organizational conflict. Indicators in work conflicts according to (Roboth, 2015) are: work pressure, number of job demands, lack of family togetherness, busy work, and conflict of commitment and responsibility for work.

## **METHODS OF THE RESEARCH**

### **Research Approach**

The type of research used in this research is quantitative research methods. This research begins by reviewing existing theories and knowledge that arise because of problems. The problem is tested to know the acceptance or rejection based on the data obtained from the field. The data obtained from the field in the form of educational level scores, motivation scores, and the conflict score of the role of women workers in the form of numbers that are quantitative.

### **Types of Research**

This type of survey research was chosen because it was adapted to the purpose of this study which was to determine the effect of independent variables on the level of education, motivation and role conflict of female workers on family income.

### **Operational Variables and Definitions**

#### **Research Variables Variable Research**

##### **a. Independent Variables**

Independent variables are often referred to

as independent variable. Independent variables in this research are education level ( $x^1$ ), motivation ( $x^2$ ), work conflict ( $x^3$ ).

##### **b. Dependent Variables**

The dependent variable is often referred to as the dependent variable. In this study the dependent variable is family income (Y).

### **2. Operational Definition**

a. Education Level Variables ( $x^1$ )

The level of education in this study includes: (1) Basic Education levels such as Primary Schools, and Middle / MTS; (2) Secondary Education, such as SMA and MA, SMK and MAK; (3) Higher Education, such as Academic, Institut, and High School.

b. Motivation Variables ( $x^2$ )

Motivations in this study include: Psychological needs, safety and security needs, social needs, need for appreciation, and self-actualization.

a. Independent Variables

Independent variables are often called

as independent variable. Independent variables in this research are education level ( $x^1$ ), motivation ( $x^2$ ), work conflict ( $x^3$ ).

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The dependent variable is often referred to as the dependent variable. In this study the dependent variable is family income (Y).

2. Operational Definition

a. Education Level Variables ( $x^1$ )

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b. Motivation Variables ( $x^2$ )

Motivation in this research include: Psychological needs, safety and security needs, social needs, need for appreciation, and self-actualization.

4. Family Income

According to Zaidin (2010 in Suparyanto, 2014) families are two or more individuals who join because of blood relations, marriage, and adoption in one household, who interact with one another in roles and create and maintain a culture. Family income level According to (Supriasa, Bakri, & Fajar, 2012) there are 2 levels of family income, namely: family economic data and family income sources.

**Research sites**

The research was conducted in *Pasar Perbengkungan Serdang Bedagai Bengkulu Market*.

**Population and Sample**

1. Population

The population in this research is dodol business in Pasar Perbutan Workshop of Serdang Bedagai Regency especially women. The number of female business population is 50 people.

## 2. Sample

For that sample in this research is all woman worker in Pasar Perbengkungan Serdang Bedagai. So the number of samples to be researched are 50 female workers

**Table 1. List of Dodol Stores in Pasar Bengkel Serdang Bedagai Regency**

| No.          | Store Name      | Number of Female Workers |
|--------------|-----------------|--------------------------|
| 1.           | Dodol Anugerah  | 17 orang                 |
| 2.           | Dodol Sejahtera | 20 orang                 |
| 3.           | Dodol Riska     | 13 orang                 |
| <b>Total</b> |                 | <b>50 rang</b>           |

## TECHNIQUE OF COLLECTING DATA

Technique of collecting data is done through:

### 1. Primary Data Collection

Namely by using: questionnaire (questionnaire) and observation (observation)

### 2. Secondary Data Collection

That is by using: Library study, and documentation study

### Research Instrument Test

Test instruments to be able to fulfill the provisions and truth through two requirements, namely the validity test and reliability test.

### 1. Test Validity and Reliability Test

### 2. Classic Assumption Test

#### a) Normality Test

#### b) Multicollinearity Test

#### c) Heteroscedasticity Test

### 3. Multiple Regression Analysis

### 4. Hypothesis Testing

#### a) t test

#### b) Test F

#### c) Test coefficient of determination ( $R^2$ )

**RESEARCH RESULT AND DISCUSSION****1. Description of Respondents****Table 2. Characteristics of Respondents by Age**

| No. | Age group  | Frequency (f) | Percentage (%) |
|-----|------------|---------------|----------------|
| 1.  | 15-24 year | 3             | 6.0            |
| 2.  | 25-34 year | 17            | 34.0           |
| 3.  | 35-44 year | 9             | 18.0           |
| 4.  | 45-54 year | 15            | 30.0           |
| 5.  | 55-64 year | 6             | 12.0           |
| 6.  | Total      | 50            | 100.0          |

**Source: Processed data (2018)**

From Table 2. above it can be explained that for the age of the most respondents are the age group of 25-34 years that is as many as 17 people (34.0%), then the smallest age group of respondents is 15-24 years as many as 3 people (6.0%). Thus it can be stated that the majority of respondents are 25-34 years old. Age is a variable that affects income. Age can be used as a benchmark in seeing the activities of someone in work, where the conditions of age are still productive, then most likely a person can work well and maximally (*Hasyim, 2006*). The increasing age of a person will affect the level of income to be achieved. The more mature a person, the skill in a particular field will generally increase, the physical strength will increase so that it will increase the income it receives.

**Table 3. Characteristics of Respondents by Marital Status**

| No | Marriage Status | Frequency (f) | Percentage (%) |
|----|-----------------|---------------|----------------|
| 1. | Single          | 10            | 20.0           |
| 2. | Married         | 40            | 80.0           |
|    | Total           | 50            | 100.0          |

**Source: Processed data (2018)**

From Table 3 above can be explained that for the marriage status of most respondents are married as many as 40 people (80%), then the smallest group of unmarried respondents as many as 10 people (20%). Thus it can be stated that the majority of respondents are married. Some studies have found that there is a relationship between the quality of marriage and the parenting environment. *Rizkillah, Sunarti, and Herawati (2015)* indicate that the quality of care environment influenced one of them is the quality of marriage. *Lai (2011)* also found that the quality of marriage of husband and wife couples and the quality of the family environment is a factor that will determine the child's behavior.

**Table 4. Characteristics of Respondents Based on Working Period**

| No. | Working period | Frequency (f) | Percentage (%) |
|-----|----------------|---------------|----------------|
| 1.  | < 1 year       | 8             | 16.0           |
| 2.  | 1-2 year       | 13            | 26.0           |
| 3.  | 2-3 year       | 21            | 42.0           |
| 4.  | 3-4 year       | 8             | 16.0           |
|     | Total          | 50            | 100.0          |

**Source: Processed data (2018)**

From Table 4. above it can be explained that for the Working Period of most respondents is 2-3 years that is as many as 21 people (42%), next group working period <1 year and 3-4 years the smallest respondents each as many as 8 people (16%). Thus it can be stated that the majority of respondents have 2-3 years. The higher the time used by female traders to do trade work, the higher the opportunity for traders to get additional income. This is reinforced by the research results of *Widiandarini (2001) in Artini and Handayani (2000: 10)*. The high socio-economic demand encourages women to work for longer periods of time. The higher the time spent by a female trader to do a trade-age job, the higher the opportunity for female traders to get additional income. That is, working hours have a positive influence on family income. This is reinforced by the results of research conducted by *Widiandarini (2001) in Artini and Handayani (2009: 10)*, the outpouring of working hours of women and men outside the agricultural sector shows that the outpouring of female work hours is greater than that of men.

**Table 5. Characteristics of Respondents Based on Education Level**

| No. | Level of education | Frequency (f) | Percentage (%) |
|-----|--------------------|---------------|----------------|
| 1.  | primary school     | 14            | 28.0           |
| 2.  | Junior high school | 14            | 28.0           |
| 3.  | Senior High School | 17            | 34.0           |
| 4.  | Diploma            | 4             | 8.0            |
| 5.  | scholar            | 1             | 2.0            |
|     | Total              | 50            | 100.0          |

Source: Processed data (2018)

From Table 5 above can be explained that for the highest level of education respondents are high school, namely as many as 17 people (34.0%), then the education of the respondents of the smallest respondents group of respondents is 1 person (2%). Thus it can be stated that the majority of respondents have a high school education. One factor that plays an important role in improving the welfare of the population is the level of education. The education level achieved by a person will determine the position in a worker

## 2. Statistics Description

The statistical descriptions in this study illustrate the mean, maximum, minimum, and standard deviations of each variable.

**Table 6. Description of Statistics**

|                             | N  | Minimum | Maximum | Mean  | Std. Deviation |
|-----------------------------|----|---------|---------|-------|----------------|
| Level of education (X1)     | 50 | 1       | 5       | 2.28  | 1.031          |
| Motivation (X2)             | 50 | 6       | 24      | 17.62 | 4.873          |
| Conflict Working Roles (X3) | 50 | 7       | 24      | 17.52 | 4.320          |
| Family Income (Y)           | 50 | 1       | 5       | 3.78  | 1.148          |
| Valid N (listwise)          | 50 |         |         |       |                |

Source: Processed data (2018)

From table 6. above can be seen that the Education Level variable (X1) with the amount of data (N) as much as 50 has an average value of 2.28 with a minimum value of 1, maximum value,

while the standard deviation is 1,031. From table 4.5. above can be seen that the Motivation Variable (X2) with the amount of data (N) as much as 50 has an average value of 17.62, with a minimum value of 6, a maximum value of 24, while the standard deviation is 4.873. From table 4.5. above can be seen that the Work Role Conflict Variable (X3) with the amount of data (N) of 50 has an average value of 17.52, with a minimum value of 7, a maximum value of 24, while the standard deviation is 4.320. From table 4.5. above can be seen that the Variable Family Income (Y) with the amount of data (N) as much as 50 has an average value of 3.78 with a minimum value of 1, a maximum value of 5, while the standard deviation is 1.148.

### 3. Description of Variables

#### a) Description of Data Variable Level of Education (X1)

To find out how much the level of education level (X1), then based on the sample data with as many as 50 respondents, the following scores were obtained: theoretical scores between 1 and 5; the mean is 2.28; median of 2.00; standard deviation of 1,031. The overall picture is like the table below.

**Table 7. Education Level Description (X1) Descriptives**

|                         |                                  |             | Statistic | Std. Error |
|-------------------------|----------------------------------|-------------|-----------|------------|
| Level of education (X1) | Mean                             |             | 2.28      | .146       |
|                         | 95% Confidence Interval for Mean | Lower Bound | 1.99      |            |
|                         |                                  | Upper Bound | 2.57      |            |
|                         | 5% Trimmed Mean                  |             | 2.23      |            |
|                         | Median                           |             | 2.00      |            |
|                         | Variance                         |             | 1.063     |            |
|                         | Std. Deviation                   |             | 1.031     |            |
|                         | Minimum                          |             | 1         |            |
|                         | Maximum                          |             | 5         |            |
|                         | Range                            |             | 4         |            |
|                         | Interquartile Range              |             | 2         |            |
|                         | Skewness                         |             | .333      | .337       |
|                         | Kurtosis                         |             | -.498     | .662       |

Source: Processed data (2018)

In proving the tendency of the Level of Employee Education, the researcher in this case specifies 2 (three) categories (k) namely: (a) Height; (b) Low.

Based on the results of statistical test descriptive of the variable Level of Education found the interval of: Range divided by category 4:  $2 = 2$ )

Based on these findings can be made table Employee Education Level as follows:

**Table 8. Employee Education Level Category and position**

|          |      |                                                           |
|----------|------|-----------------------------------------------------------|
| $\leq 2$ | Low  | 1.99 (Lower Bound) – 2.57 (Upper Bound)<br>High category) |
| $> 2$    | High |                                                           |

Thus Category and Position Level of Employee Education in this research is High.

b) Description of Motivation Variable Data (X2)

To find out how big the level of Motivation (X2), then Based on the sample data with 50 respondents, obtained scores as follows: theoretical scores between 6 to 24; the mean is 17.62; median of 18.00; standard deviation of 4,873. The overall picture is like the table below

**Table 9. Deskripsi Motivation Level (X2) Descriptives**

|                 |                                  | Statistic | Std. Error |
|-----------------|----------------------------------|-----------|------------|
| Motivation (X2) | Mean                             | 17.62     | .689       |
|                 | 95% Confidence Interval for Mean | 16.23     |            |
|                 | Lower Bound                      | 19.01     |            |
|                 | Upper Bound                      |           |            |
|                 | 5% Trimmed Mean                  | 17.91     |            |
|                 | Median                           | 18.00     |            |
|                 | Variance                         | 23.751    |            |
|                 | Std. Deviation                   | 4.873     |            |
|                 | Minimum                          | 6         |            |
|                 | Maximum                          | 24        |            |
|                 | Range                            | 18        |            |
|                 | Interquartile Range              | 6         |            |
|                 | Skewness                         | -.792     | .337       |
|                 | Kurtosis                         | .151      | .662       |

Source: Processed data (2018)

In proving the tendency of the level of motivation of employees, researchers in this case specify 3 (three) categories (k), namely: (a) Height; (b) Low.

Based on the results of descriptive statistical tests on the Motivation variables found an interval of: Range divided by category 18: 3 = 6)

Based on these findings can be made a table of employee motivation categories as follows:

**Table 10. Category and position of Employee Motivation Level (X2)**

|        |        |                                                            |
|--------|--------|------------------------------------------------------------|
| 6 – 12 | Less   | 16.23 (Lower Bound) – 19.01 (Upper Bound)<br>(Pretty good) |
| 13– 19 | Enough |                                                            |
| 20 -24 | High   |                                                            |

Thus the category and position of the level of motivation of employees in this study is Good

c) Description of Data on Workers' Role Variables (X3)

To find out how big category of Workers Role Conflicts (X3), then Based on the sample data with 50 respondents, the scores were obtained as follows: theoretical score between 7 to 24; the mean is 17.52; median of 18.00; standard deviation of 4,320. The overall picture is like the table below.

**Table 11. Description of Conflict Variable Data The Role of Workers (X3) Descriptives**

|                                 |                                           |             | Statistic | Std. Error |
|---------------------------------|-------------------------------------------|-------------|-----------|------------|
| Worker Role<br>Conflict<br>(X3) | Mean                                      |             | 17.52     | .611       |
|                                 | 95%<br>Confidence<br>Interval for<br>Mean | Lower Bound | 16.29     |            |
|                                 |                                           | Upper Bound | 18.75     |            |
|                                 | 5% Trimmed Mean                           |             | 17.74     |            |
|                                 | Median                                    |             | 18.00     |            |
|                                 | Variance                                  |             | 18.663    |            |
|                                 | Std. Deviation                            |             | 4.320     |            |
|                                 | Minimum                                   |             | 7         |            |
|                                 | Maximum                                   |             | 24        |            |
|                                 | Range                                     |             | 17        |            |
|                                 | Interquartile Range                       |             | 6         |            |
|                                 | Skewness                                  |             | -.657     | .337       |
|                                 | Kurtosis                                  |             | .028      | .662       |

Source: Processed data (2018)

In proving the Conflict of Workers' Role (X3), the researcher in this case establishes 3 (three) categories (k) namely: (a) Action (b) Simply Role; (c) .Does not play a role

Based on the results of descriptive statistical tests of the variables Trend of Workers Role Conflicts (X3) found the interval of: Range divided by category 17:  $3 = 6$

Based on these findings can be made table category and position Conflict Working Role (X3) as follows:

**Table 12. Category and position of worker role conflict (X3)**

|         |             |                                                                     |
|---------|-------------|---------------------------------------------------------------------|
| 7 – 13  | Not good    | 16.29 (Lower Bound) – 18.75<br>(Upper Bound) ( <b>Pretty good</b> ) |
| 14 – 20 | Pretty good |                                                                     |
| 21 – 38 | Good        |                                                                     |

Thus the Category and Work Role Conflict position (X3) in this study is Good enough.

d) Description of Family Income Variable Data (Y)

To find out how big category of Family Income (Y) then Based on sample data with 50 respondents, obtained scores as follows: theoretical scores between 1 to 5; the mean is 3.78; median of 4.00; standard deviation of 1,148. The overall picture is like the table below:

**Table 13. Description of Family Revenue Variable Data (Y)**

|                   |                        | Statistic | Std. Error |
|-------------------|------------------------|-----------|------------|
| Family Income (Y) | Mean                   | 3.78      | .162       |
|                   | 95% Lower Bound        | 3.45      |            |
|                   | Confidence Upper Bound | 4.11      |            |
|                   | Interval for Mean      |           |            |
|                   | 5% Trimmed Mean        | 3.87      |            |
|                   | Median                 | 4.00      |            |
|                   | Variance               | 1.318     |            |
|                   | Std. Deviation         | 1.148     |            |
|                   | Minimum                | 1         |            |
|                   | Maximum                | 5         |            |
|                   | Range                  | 4         |            |
|                   | Interquartile Range    | 2         |            |
|                   | Skewness               | -.813     | .337       |
|                   | Kurtosis               | .117      | .662       |

Source: Processed data (2018)

In proving the level of income the family of the researcher in this case establishes 3 (three) categories (k) namely: (a) high (b) moderate; (c) .Low

Based on the results of descriptive statistical tests of variables Family Income (Y) found the interval of: Range divided by category 4:  $3 = 1$

Based on these findings can be made table category and position income level of Family (Y) as follows:

**Table 14. Family Income level category and position (Y)**

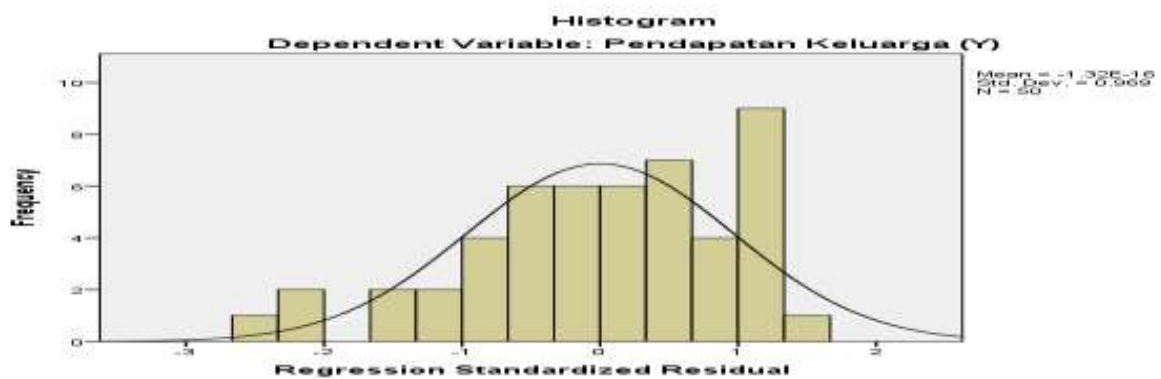
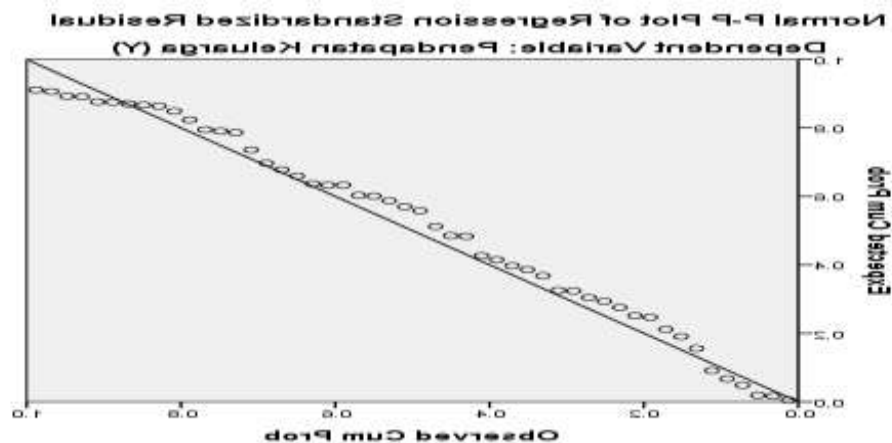
|       |             |                                                          |
|-------|-------------|----------------------------------------------------------|
| 0– 1  | Not good    | 3.45 (Lower Bound) – 4.11 (Upper Bound)<br><b>(Good)</b> |
| 2 – 3 | Pretty good |                                                          |
| 4 – 5 | Good        |                                                          |

Thus the category and position of Family Income (Y) in this study is Good.

#### 4. Data Analysis

##### 4.1. Classic Tests

##### a. Normality test

**Figure 1****Histogram****Figure 2.****Normal Probability Plot**

Based on images on both the histogram and the normal probability plot. It can be seen that on a normal probability plot there is a spread of points around the diagonal line and the spread follows the direction of the diagonal line, this means that the data is spread normally distributed. Based on images on both the histogram and the normal probability plot. It can be seen that on the histogram, the data is said to have data shaped like a bell.

#### b. Multicollinearity Test

**Table 15. Multicollinearity Test Coefficients**

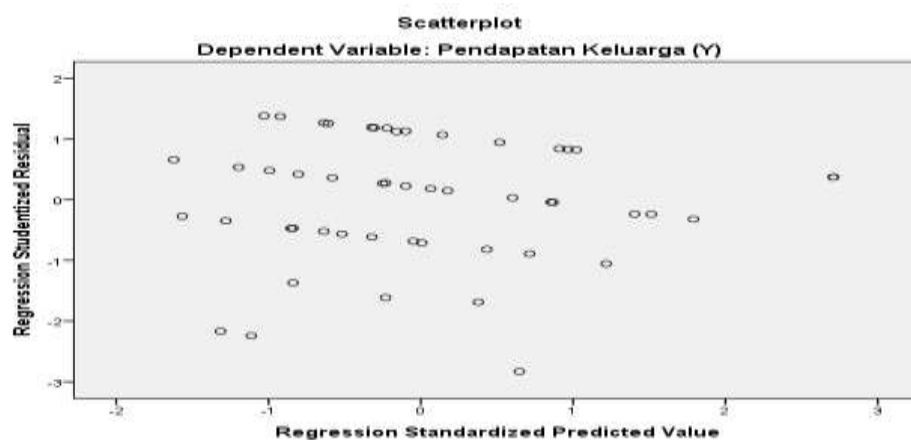
| Model                     | Unstandardized Coefficients |            | Standardized Coefficients | T     | Sig. | Collinearity Statistics |       |
|---------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|                           | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1 (Constant)              | 4.640                       | .879       |                           | 5.281 | .000 |                         |       |
| Level of education (X1)   | .088                        | .166       | .079                      | 5.281 | .000 | .904                    | 1.106 |
| Motivation (X2)           | .043                        | .075       | .183                      | 2.530 | .049 | .198                    | 5.053 |
| Worker Role Conflict (X3) | .017                        | .087       | .064                      | 2.574 | .039 | .189                    | 5.286 |

a. Dependent Variable: Family Income (Y)

Source: Processed data (2018)

#### c. Heteroscedasticity Test

**Figure 3. Heteroscedasticity**



From the picture it appears that the points spread randomly, either at the top of the zeros or at the bottom of the number 0 of the vertical axis or Y axis. Thus, it can be concluded that there is no heteroscedasticity in this regression model.

### Multiple Regression Analysis

The multiple linear regression equation as follows:

**Table. 16. Results of Multiple Linear Regression Analysis Coefficients**

| Model                     | Unstandardized Coefficients |            | Standardized Coefficients | T     | Sig. |
|---------------------------|-----------------------------|------------|---------------------------|-------|------|
|                           | B                           | Std. Error |                           |       |      |
| 1 (Constant)              | 4.640                       | .879       |                           | 5.281 | .000 |
| Level of education (X1)   | .088                        | .166       | .079                      | 2.530 | .049 |
| Motivation (X2)           | .043                        | .075       | .183                      | 2.574 | .039 |
| Worker Role Conflict (X3) | -.017                       | .087       | .064                      | 3.197 | .044 |

a. Dependent Variable: Family Income (Y)

Source: Processed data (2018)

The regression equation is as follows:

$$Y' = a + b_1X_1 + b_2X_2 + b_3X_3$$

$$Y = 4.640 + 0.088 X_1 + 0.043 X_2 - 0.017 X_3$$

The regression equation above can be explained as follows:

a. Constant of 4,640; it means if the Education Level (X1), Motivation (X2) and Worker Role Conflict (X3), the value is 0, then Family Income (Y) the value is 4.640.

b. Regression coefficient variable Education Level (X1), amounting to 0.088; meaning that if other independent variables are fixed and Education Level (X1) increases 1%, then work motivation (Y) will increase by 0.088. Coefficient of positive value means a positive relationship between Education Level (X1) with work motivation, the more Both the Employee Education Level (X1), the better the work motivation (Y)

c. The variable regression coefficient of Motivation (X2) is 0.043; that means if the other independent variables are fixed value and Motivation (X2), 1% increase, then Family Income

(Y') will increase by 0.043. Positive value coefficient means there is a positive relationship between Motivation (X2) with Family Income, the more Good Motivation (X2), the family income increases.

d. Regression coefficient variable Worker Role Conflict (X3), amounting to 0.043; meaning that if other independent variables are fixed and Workers' Role Conflicts (X3), decreased by 1%, the Family Revenue (Y') will increase by 0.043. The coefficient of negative value means a negative relationship between Workers Role Conflicts (X3) with Family Income, the lower the Conflict Working Role (X3), the more Increasing Family Income.

### Determination Analysis (R<sup>2</sup>)

From the results of regression analysis, look at the summary model output and presented as follows:

**Table. 17. Results of Determination Analysis Summary Model**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .868 <sup>a</sup> | .753     | .011              | 1.141                      |

a. Predictors: (Constant), Workers' Role Conflict (X3), Education Level (X1), Motivation (X2)

Source: Processed data (2018)

Based on the table above, the number R<sup>2</sup> (R Square) is 0.753 or (75.3%). This shows that the percentage contribution of the influence of the independent variables (Workers' Role Conflict (X3), Education Level (X1), Motivation (X2) to the dependent variable (Family Income) is 75.3%, while the remaining 24.7% is influenced or explained by other variables not included in this research model.

Based on the results of the analysis obtained the value of t count is 2.530. T distribution table sought at = 5% obtained for t table equal to 1.67793. Because the value of t arithmetic > t table (2.530 > 1.67793) then H<sub>0</sub> is rejected, meaning that there is partially significant influence between Education Level employees with Family Income. Education is believed to be very influential on a person's skills, behavior and attitudes, and this should be related to the level of one's income. This means that on average the higher the level of education of a person, the more likely that person can get higher income. One of the benefits that cannot be ignored is the hope that an increase in education will result in an increase in income in the future. *Sagir (in Tarigan 2006)*, saw a connection between the level of education and the level of income. In some research results obtained the picture that the education of respondents allows there is a higher level of education has an opportunity to occupy the level of position / job is higher and at the same level of higher income where this type of education and jobs generally generate different income. Female income research and contribution have been done by *Kurniawati (2008)*, the result of this research is obtained, the factor of education level and occupation have real effect to the income of women. Previous research also conducted by *Sari (2010)* found that age, marital status and education affect the income of informal sector women workers. The results of the above research are in line with the results of *Tumiwa's (2015)* research on the Analysis of the Effect of Education on Household Income Through Entrepreneurship A Path

Analysis shows that education has a significant direct and indirect influence on household income through entrepreneurship.

Based on the analysis results obtained t count value of 2706. Value t arithmetic > t table ( $2.574 > 1.67793$ ) then  $H_0$  is rejected. Because the value of t count > t table ( $2.574 > 1.66216$ ) then  $H_0$  is rejected, meaning that partially there is a significant influence between Motivation (X2) and Family Income (Y). Income / Intensive, the intensive giving of the company to the employee. With the income for them, it becomes our own motivation to perform the task in accordance with its responsibilities. Some of the motivations of women to work are husbands not working, household income is low while the number of family dependents is high enough, spare time, want to earn their own money and want to find experience (Asyiek, et al) in Artini and Handayani, (2009: 10). Further Artini and Handayani (2009: 10) said that generally women are motivated to work is to help support the family and generally work in the informal sector (Artini and Handayani, 2009: 9). Motivation of female Workers on dodol business in Pasar Perbengkungan Perbaungan Kab. Serdang bedagai is a variable that can predict the income of the worker, or in other words the higher the worker's motivation the higher the income. Motivation of female Workers on dodol business in Pasar Perbengkungan Perbaungan Kab. Serdang bedagai will increase along with the needs of breeder also increase. Therefore the desire of female Workers on dodol business in Pasar Perbengkungan Perbaungan Kab. Serdang bedagai to earn a high income, especially to meet the needs of a very strong body can be a spirit to work well. Handoko (in Nasrudin, 2011), states that motivation is a person's personal circumstances that encourage the desire of individuals to carry out certain activities in order to achieve a goal.

Based on the results of the analysis obtained the value of t count is 3.197. Value t arithmetic > t table ( $3.197 > 1.67793$ ) then  $H_0$  is rejected. Therefore the value of t count > t table ( $3.197 > 1.66216$ ) then  $H_0$  is rejected, meaning that partially there is a significant influence between the Role of Work (X3) and Family Income (Y) where the coefficient value is negative. In the aspect of pressure as parents, all informants have difficulty in dividing their time between work outside the home and cleaning up domestic work this is in accordance with the opinion of Green Hause and Beutel (1985) that dual role conflict is a form of inter-role conflict where the pressures of work and family are not compatible with each other. Someone will spend more time to use in fulfilling the role that is important to them, therefore they usually lack time for other roles. In addition, the insensitivity of children in seeing the condition of the house and the condition of tired mothers working all day to make the informant physically and mentally tired. This is in accordance with the opinion expressed by Frone, et al (1992) which states that pressure as parents is a workload as parents in the family. Women who are married and have children have more roles and responsibilities than single women. Female workers, especially those already married, automatically assume multiple roles both within the family and in the work environment. Role conflicts often arise when one of these roles demands more or more attention. It is clear that this conflict raises many issues that affect the family life and career of a career woman. In the aspect of marital pressure shows that when the husband does not support the decision of the wife who chooses to assist the husband in earning a living to meet the needs of life. This is consistent with the explanation of Frone et al. (1992) The burden of bias in the form of domestic work because the husband cannot or cannot help, the lack of support of husbands and the attitude of the husband who made the decision not together. In the lack of involvement as a wife, some informants who experience role conflicts choose not to accompany their husbands or positive responses received by the husband. In line with the opinion of zenden (in apollo & cahyadi, 2011) which mentions that dual role conflict as an

unpleasant situation that can be sourced from the individual self or social environment that tends to be avoided or trying to find a way out. This is what underlies one informant who chooses to avoid a husband so that he is not required to perform an obligation. In addition, the informants explained because the lack of time to gather together to make informants entrust fully to the child in choosing friends hang out, one informant stated that his son is difficult to set up and often mix with children who are addicted to alcoholic beverages and smokers. This is consistent with *Greenhaus & Beutell (1985)*. The conflict between work and family has various negative impacts on health including fatigue, discomfort, dissatisfaction in life and work, decreasing family responsibilities. The high conflict between work and family can also impact social dysfunction such as loss of awareness of responsibilities as parents and alcohol intake. This is what often makes a mother tired in work so that she cannot carry out her role as a mother properly at home. This is in accordance with the opinions of *Greenhaus and Beutell (in Wirakristama, 2011)* Work-family conflict can occur because: the demands of time in one role are mixed with the participation of other roles, and effective and appropriate behavior in one role.

The results of the analysis obtained the number R<sup>2</sup> (R Square) of 0.753 or (75.3%). This shows that the contribution percentage of independent variables (Workflow Conflict, Education Level, Motivation) to the dependent variable (Family Income) is 75.3%. Or variations of the independent variables used in the model (Workflow Conflict, Level of Education, Motivation) are able to explain 75.3% of the variation of the dependent variable (Family Income). While the remaining 24.7% is influenced or explained by other variables not included in this research model.

## CONCLUSIONS

Category and position of Employee Education Level in this research is 1.99 (Lower Bound) - 2.57 (Upper Bound) High category). Categories and positions The level of employee motivation in this study was 16.23 (Lower Bound) - 19.01 (Upper Bound) (Good Enough). Category and position of Conflict The Working Role in this research is 16.29 (Lower Bound) - 18.75 (Upper Bound) (Fairly Good). The category and position of Family Income (Y) in this study is 3.45 (Lower Bound) - 4.11 (Upper Bound) (Good). Partially, there is a significant influence between Education Level to Family Income (case study on dodol business in *Bengkel Perbengkungan Market of Serdang Bedagai* Regency). Partially Motivation effect on Family Income Family Income (case study on dodol business in *Pasar Perbengkungan Serdang Bedagai*). Partially Conflicts The Role of Workers has a negative effect on Family Income of Family Income (case study on dodol business in *Pasar Perbengkungan Serdang Bedagai Bengkel*).

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