

Improving Post-Pandemic Welfare through Utilization of Several Variables in Management



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ABSTRACT: The HDI concept views that the achievement of development goals is more focused on improving the welfare of the community, that is, humans are the focus of development goals (human centered development). Development success is measured by the Human Development Index formed by four components, namely life expectancy which reflects the level of public health, literacy and the average length of schooling reflects the level of education of the community, and the real expenditure per capita reflects the level of purchasing power of the people. This study aims to find out and analyze the improvement of community welfare after the pandemic through the utilization of organizational justice, work insecurity through work ethic in Surabaya. This research uses a quantitative approach. The population in this survey is all employees of PT. Rhino Rope Access Indonesia, a total of 150 employees. The sample used was 108 respondents obtained from the number of all employees using a sampling technique using a proportional random sampling technique of the probabilistic type. The data analysis method in this study used a Structural Equation Modeling (SEM) analysis test using an analysis test tool using IBM SPSS AMOS Statistics software version 22. The research hypothesis shows the following: 1) Organizational fairness has a significant and positive effect on the work ethic of pt. Rhino Rope Access Indonesia in Surabaya. 2) Organizational fairness has a small and positive effect on job insecurity in PT. Rhino Rope Access Indonesia in Surabaya. 3) Work ethic does not have a significant and positive effect on job insecurity in PT. Rhino Rope Access Indonesia in Surabaya. The output of this research is articles published in accredited national journals and international proceedings and textbook drafts.

KEYWORDS: Wellbeing, Management variables.

I. INTRODUCTION

The application of the concept of HDI (human development index) or HDI (human development index) supported by development economics experts, Ngoyo (2015) stated that development orientation or focus that only aims to pursue economic growth can no longer be used as a model for development, even though economic growth has an important role and is an indicator of the success of a country's economic development in the past.

Based on the description, it can be explained that economic development as a process in which interrelationships and mutual influences between the factors that cause such economic development to occur can be identified and analyzed in more depth. That way it will be able to know the sequence of events that arise and will realize an increase in economic activity and an increase in welfare and the success of the next development.

Economic development should be able to increase economic growth and absorb more labor. Economic growth characterized by an increase in per capita income indicates an increase in purchasing power which will further increase the effective demand (effective demand) for goods and services, so that there will be an increase in people's welfare.

Human resources determine the development of the enterprise. Basically, the company's talent as actors, thinkers, and planners to achieve the company's goals. Moreover, in a company, organizational justice is misinterpreted for all employees because it is closely related to the position, role, function, position, structure, level of education, energy and time in the process of achieving its goals. This can be said to be fair, it can even be said to be unfair, if those who have the capacity and those who do not have the capacity get the same salary and facilities. Justice also concerns the protection received by everyone in the organization that is followed. When everyone gets the appropriate protection with the position, capacity, risks encountered, then at that time it is also said to be fair.

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According to Rokhman (2011) the state provides fairness to adequate compensation, that is, employees who perform work receive the same remuneration as other employees who are in charge of replacing them. Meanwhile, according to Auwudinata (2018) fairness is defined as how you feel about the treatment of staff when carrying out procedures. Thus, it can be known that organizational justice is important for the company because before the formation of an organization, it must know the abilities of the person. self-justice related to position, role, function, position, structure, level of education, energy, time to achieve organizational goals.

Organizational justice is widely associated with work ethics, this can be emphasized because if people in a position in a company do not have a good work ethic, it will be detrimental to themselves and the company. In a company, what must be seen is from the ethics that someone's behavior is good and bad, it really affects a company. Pt. Rhino Rope Access Indonesia is a company engaged in the maintenance of skyscrapers. problems that exist in PT. Rhino Rope Access Indonesia, namely the absence of organizational justice, is planned for the tenure of each employee is different from the level of education.

According to Wakhyuni & Dalimunthe (2020) work ethic is an attitude, attitude, habit, trait, or trait about how an individual, group, or country has a high work ethic. Their productivity or performance. On the other hand, according to Yalcinalp & Gulbahar (2010) "ethics" is defined as beliefs that guide the behavior of individuals, groups or institutions. Thus, work ethic exerts a great influence on the company because it can determine the behavior and personality of employees. Poor work ethics in a company can lead to work anxiety and unemployment. Related to this, PT. Rhino Rope Access Indonesia's work ethic still needs to be improved, because there are still many employees who are still unable to discipline their time and themselves, because the work ethic is very influential in a company.

Work insecurity can damage work morale, perform tasks unexpectedly effectively and efficiently, and lead to a decrease in productivity. According to Audina & Kusmayadi (2018) work insecurity is a sense of tension, anxiety, worry, stress, and uncertainty associated with the nature and existence of the job that a subsequent worker feels. The number of terminations that occur due to unfavorable economic conditions in the company causes the company to feel uncomfortable and anxious at work. Based on the above, we can conclude that work anxiety is the perception of threats and that managing opportunities and individuals are responsible for them at work.

a) Approach methodological

1. Identify and analyze the impact of organizational fairness on the ethics of PT employees. Rhino Rope Access Indonesia in Surabaya
2. Identify and analyze the impact of organizational justice on pt. Rhino Rope Access Indonesia in Surabaya
3. Identify and analyze the impact of organizational fairness and work ethics on the work insecurity of PT. Rhino Rope Access Indonesia in Surabaya.

b) Research Urgency

The urgency in this study is that organizational justice is important for companies, because before the formation of an organization, it must first know the abilities of a person. In addition, in the organization, of course, it must also have good ethics, because the good and bad of a person's ethics can affect the circumstances in the scope of work. Having good ethics will certainly also make the work atmosphere safe and comfortable, and vice versa if an employee has poor ethics, it can cause a feeling of insecurity (job insecurity) in other employees in the scope of work.

II. LITERATURE REVIEW

a. State of the Art

The measure of public welfare used as the achievement of the results of the development of this study datam is the Human Development Index (HDI) with consideration, this index is a composite index of several indices that reflect the level of community welfare in the fields of health, education and purchasing power of the community (Purchasing Power Parity/PPP). So that it will be able to reflect the condition of the real level of welfare of the community

Organizational Justice is divided into 3 parts, namely distributive justice, procedural justice, and interaction justice. Hariani & Muafi (2021) explained that distributive justice is a fairness of resources and rewards of appreciation, reflecting the perceived fairness regarding how these resources are distributed and allocated. According to Margaretha & Santosa (2012) the focus of procedural justice is on the attention of employees, namely how the procedure for making such decisions can be implemented. Just as Megantari et al. (2017) argue, procedural justice refers to the fairness of procedures for making decisions. According to Santika & Wibawa (2017) there are several impacts obtained from the management of organizational justice, namely:

1. Fairness builds trust and commitment. Trust is a willingness to respect others, Rokhman (2011) found that the three components of justice in organizational justice can emphasize trust and have a fairly strong relationship.

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2. Fairness improves performance Justice can predict the effectiveness in which workers perform their work either in a field setting or a laboratory setting. Sora et al. (2010) explained that when a superior treats his employees fairly, the relationship between the two will increase. The strength of this relationship will be able to increase the productivity of workers.

b. Organizational Justice

Distributive justice is the fairness of resources and rewards, which reflects the perception of fairness of the allocation and distribution of such resources (Hariani & Muafi, 2021). At the same time, another opinion states that Procedural justice is at the core of the employee, that is, how to carry out the procedure for making this decision (Margaretha & Santosa, 2012). The third fairness of organizational justice is interactive justice. Agustina (2017) states that most researchers do not specifically examine interactive justice because interactive justice is considered part of procedural justice.

The opinions of the experts above, it can be concluded that organizational justice is an employee's assumption regarding the extent to which the organization treats its employees fairly in accordance with the work that has been done. The form of fairness in the organization can be in the form of increases or promotions in jabata, rewards, salaries, and benefits. This is given to employees so that they feel treated fairly and they will show better performance. There are several indicators of organizational justice Nasution (2020) states that distributive justice consists of three indicators, namely as follows:

1. Fairness: That is, respecting employees based on contributions
2. Equation: It gives a gift to every employee who is almost alike
3. Needs: Offer one or more benefits based on individual needs.

c. Work Ethic

Work ethic is the level at which one believes that hard work is very important and too much money can be destructive (Hariani & Muafi, 2021). Ethics is the glue of behavior that unites an organization or company. Professional ethics is very important for an organization or company, so ethical values are included in the mission of the organization or company.

On the other hand, another view argues that ethics comes from the Greek "spirit", that is, personality, dignity, or personality. In this sense, ethics refers to good lifestyle habits, both individually, in society, and in groups of people. In short, ethics refers to values, a good way of life, good rules of life, and all the habits that one person adheres to and inherits from one person to another, and that habit manifests itself in repetitive patterns of behavior (Wakhyuni & Dalimunthe, 2020).

Whereas other views argue that ethics comes from the Greek word "ethos" which means personality, dignity, or personality. In this sense, ethics refers to good lifestyle habits, both individually, in society, and in groups of people. In short, ethics refers to values, a good way of life, good rules of life, and all the habits that one person adheres to and inherits from one person to another, and that habit manifests itself in repeated patterns of behavior. The work ethic indicators according to Asifudin quoted by Aini et al. (2020) are:

1. Responsibility: All work requires responsibility, attention and attention. Responsibility means taking all tasks and workloads within the boundaries of the company.
2. Positive work: A positive work environment builds strong working relationships with colleagues, subordinates, managers, customers, and everyone involved.
3. Work Discipline: Discipline has been our all-in-one since we were born in the world. Discipline in the workplace adds great ethical value to the organizational environment of the workplace, in addition to more orderly work.
4. Diligence: People with a work ethic are always enthusiastic, friendly, pursue behavior and excellence, and strive to serve their work with integrity and firm conviction.
5. Education: Professional ethics is inseparable from the quality of human resources. The improvement of human resources will make a person have the spirit of enduring hardships and standing firm.

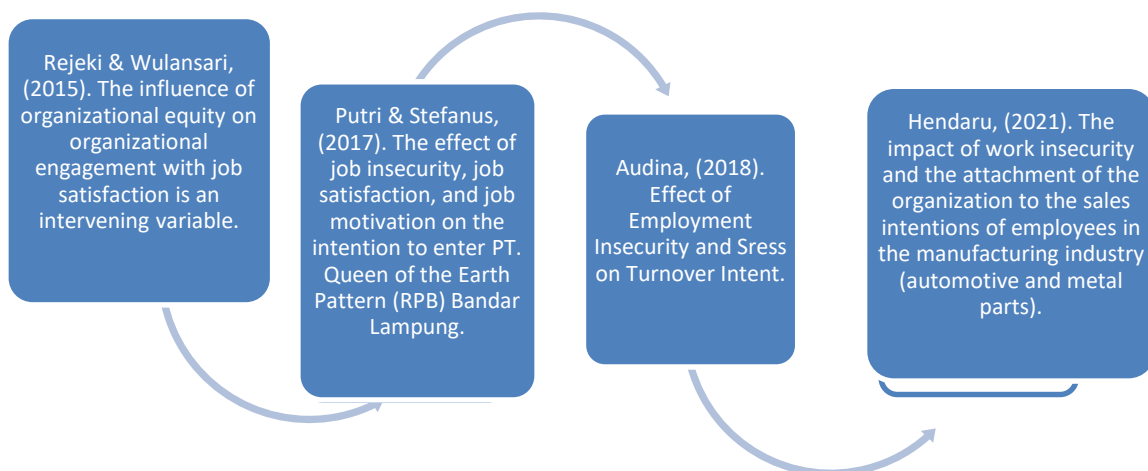
d. Job Insecurity

Work anxiety is the rate at which employees feel that their work is threatened and are not capable of doing anything in that position. The global perspective is based on the assumption that work insecurity is a fear of losing a job in the future (Putri & Rumangkit, 2017). Other experts argue that work anxiety can be detrimental, but the psychological consequences of work anxiety are depression, guilt, reduced creativity, and reduced commitment (Fortune & Wulansari, 2015). The indicators used by Nugraha (2010) to measure job insecurity are: The meaning of the job for individuals:

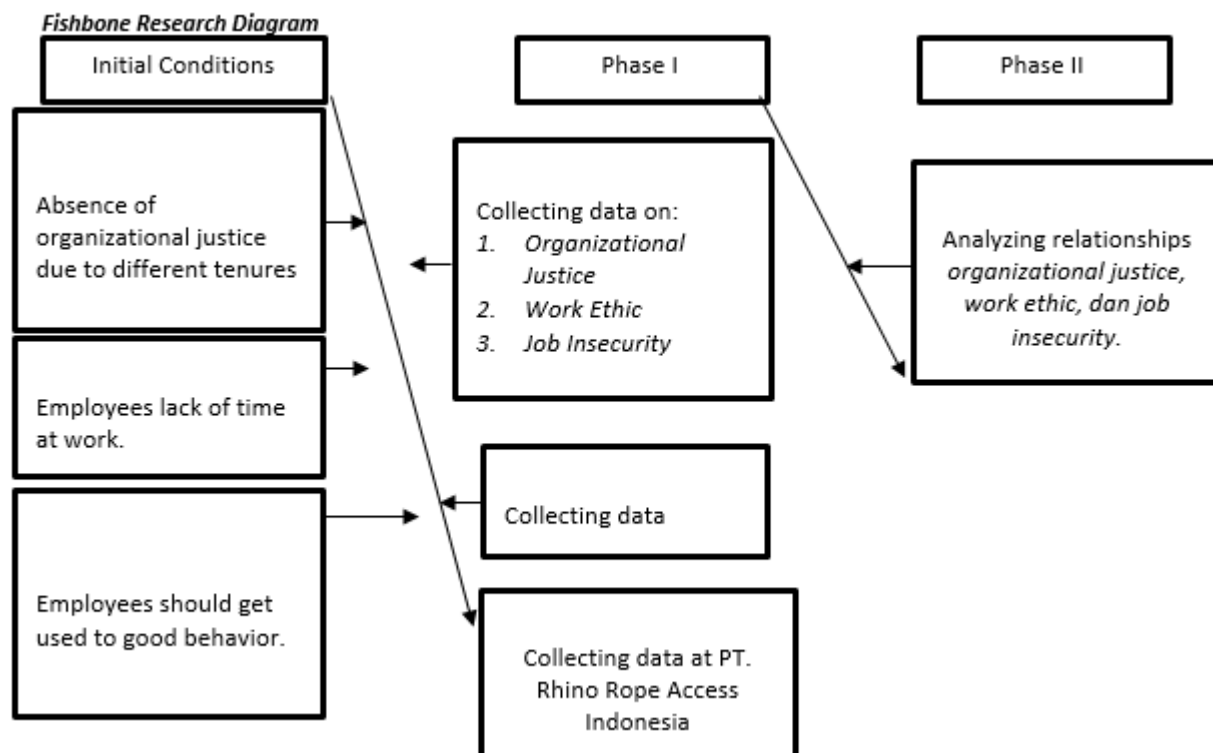
1. The level of threat employees feel in the workplace: How much employees feel threatened at work
2. The level of threat that can occur and affect the work of the individual as a whole: is the threat of work
3. Which can affect all employees. The helplessness felt by the individual : is the potential that everything that happens inside the company has to do with the importance of the threat level of feeling good.

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Research Roadmap



RESEARCH METHODS



The research conducted uses quantitative research that has three research variables, including organizational justice (X), work ethics (Y1), and job insecurity (Y2).

III. POPULATION AND SAMPLE

The population in this survey is employees of PT. Rhino Rope Access Indonesia has registered as many as 108 respondents using the sampling method, namely the stochastic proportional random sampling method. The population in this survey is employees of PT. Rhino Rope Access Indonesia has registered as many as 108 respondents using the sampling method, namely the stochastic proportional random sampling method.

IV. ANALYSIS METHODS

1. First stage

Identifying variables of organizational justice, work ethics, and job insecurity from data that has been obtained through surveys, documentation, and dissemination of questionnaires to respondents which will then be analyzed using a quantitative descriptive

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statistical approach.

2. Second stage

All respondents' perceptions of the research variables were then analyzed through several stages in structural equation modeling (SEM) testing using IBM SPSS AMOS Version 22 software. Then, the final result of this study will be concluded in the form of sentences.

V. RESEARCH RESULTS

The following is the result of the stages of testing data analysis that has been carried out. The results are as follows:

Testing Of Research Instruments

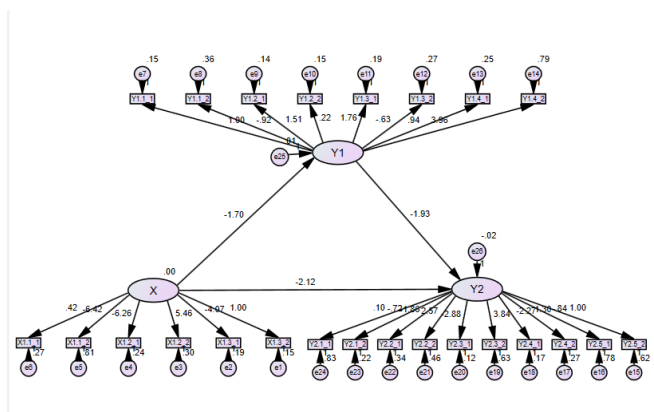


Figure 1 Path diagram

In the picture, it is explained that there are several loading factor values that have a value of 0.06 so that those with a value below 0.06 are declared invalid. And values below 0.06 must be issued or removed in order to be considered valid.

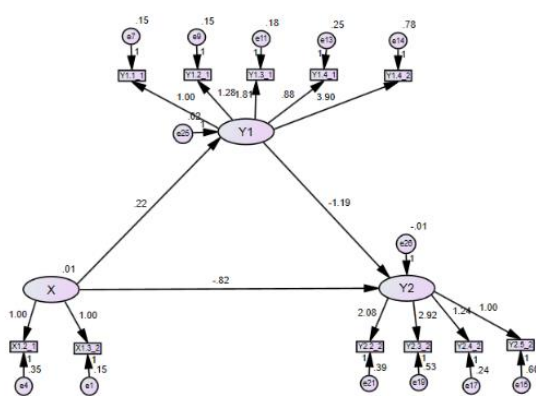


Figure 2 Path diagram

The figure above shows the value of the load factor after deleting or deleting some indicators whose values are lower than 0.06. Once an indicator is above 0.06 it is eliminated or eliminated, all indicators are qualified, and all indicators are declared valid so that further research can continue.

1. Validity Test

Table 1. Validity Test

Variable	Indicator	Loading Factor	Information
Organizational Justice (X)	X1.2_1	0,546	Valid
	X1.3_2	0,100	Valid
Work Ethic (Y1)	Y1.1_1	0,100	Valid
	Y1.2_1	0,151	Valid
	Y1.3_1	0,176	Valid

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		Y1.4_1	0,094	Valid
		Y1.4_2	0,396	Valid
		Y2.2_2	0,257	Valid
Job	Insecurity	Y2.3_2	0,384	Valid
(Y2)		Y2.4_2	0,130	Valid
		Y2.5_2	0,100	Valid

Source: Data processed 2022

Table 1 above shows that the validity test results for all items on each statement have a correlation value greater than 0.06 and are positive. Therefore, not all elements of every statement are valid.

2. Reliability Test

Table 2. Reliability Test

Variable	Construct reliability value	Critical value	Information
Organizational Justice	0.889	0.6	Reliable
Work Ethic	0.922	0.6	Reliable
Job Insecurity	0.892	0.6	Reliable

Source: Data processed 2022

As shown in Table 2 above, the value of the coefficient of reliability of the constructive of the organizational justice variable is 0.889, professional ethics is 0.922, and job insecurity is 0.892. From these results, the value of the reliability coefficient of Cronbach's alpha >0.6 , so from these results that the tool or questionnaire used is very reliable.

3. Goodness of Fit Test (GoF)

Table 3. Uji GoF

Measurement Index	Value	Cut of value	Conclusion
Chi-Square Statistik	26,600	$\geq 0,05$	Fit model
Probability (P)	0,736	$\geq 0,05$	Fit model
CMIN/DF	0,831	$< 2,00$	Fit model
GFI	0,956	$\geq 1,0$	Fit model
AGFI	0,924	$\geq 0,90$	Fit model
TLI	1,154	$\geq 0,95$	Fit model
CFI	1,000	$\geq 0,95$	Fit model
RMSEA	0,000	$\leq 0,08$	Fit model

Source: Data processed 2022

In table 3 above, it is explained that the model in this study has a fit model. This is indicated in the goodness of fit (GoF) measuring value. Whose measurement index meets the cut of value criteria. So, this research model is very fit and can be tested using SEM.

The Result Structural Equation Modeling (SEM)

Table 4. SEM Model Hypothesis Testing

		Estimate	S.E.	C.R.	P
Work Ethic	← Organizational Justice	0,221	0,178	1,241	0,215
Job Insecurity	← Organizational Justice	0,348	0,320	1,087	0,277
Job Insecurity	← Work Ethic	0,234	0,234	0,900	0,368

Source: Data processed 2022

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The results above can be seen in the image of the SEM output results using AMOS software as follows:

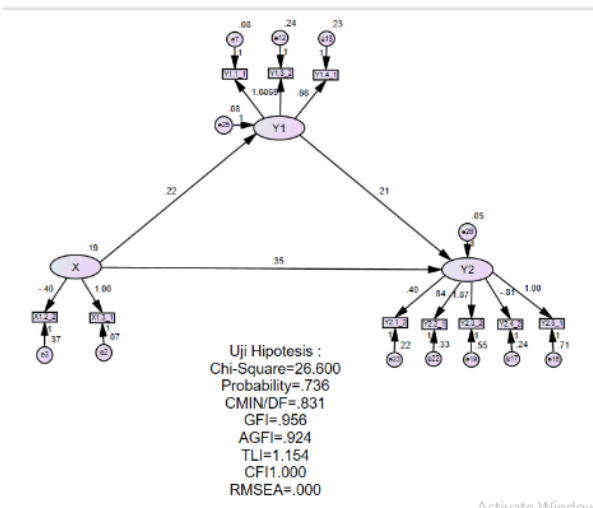


Figure 3. SEM Estimation Coefficient Results

Hypothesis Testing

1. Testing the First Hypothesis

Test the first hypothesis "Organizational fairness affects the professional ethics of PT. Rhino Rope Access Indonesia Surabaya. The value of the coefficient of estimation of the result indicating organizational fairness is 0.221, and the probability value of 0.215 > 0.05.

2. Testing the Second Hypothesis

The second hypothesis test states: "Organizational fairness affects job insecurity in PT. Rhino Rope Access Indonesia in Surabaya" explained that the results of performance unreliability have an estimated coefficient value of 0.348 with a probability value of 0.277 > 0.05.

3. Testing the Third Hypothesis

Testing the third hypothesis "Work ethic affects work insecurity in PT. Rhino Rope Access Indonesia in Surabaya" explained that the value of the coefficient of estimated work ethic results is 0.234 with a probability value of 0.368 > 0.01.

VI. CONCLUSION

Preliminary conclusions can be drawn based on research objectives, hypotheses, and research test results that become a reference for the research model. In short, the first is that Organizational Justice has an insignificant and positive effect on Work Ethics. By this it can be stated that the hypothesis is unacceptable and proven to be correct. If organizational justice has a small value to employees, the value of employee work ethics increases. This is if organizational justice has a good impact on employees, the employee's work ethic improves.

Second, Organizational justice has an insignificant and positive effect on Work Job Insecurity. By this it can be stated that the hypothesis is unacceptable and proven to be correct. If organizational justice has a large value for employees, the value of employee job insecurity drops. This is if organizational justice is applied fairly to all employees, the insecurity of the workers is also better for employees.

Third, Work ethics has an insignificant and positive effect on Work Ethics. By this it can be stated that the hypothesis is unacceptable and proven to be correct. If work ethics has a small value to employees, the value of employee job insecurity increases. This work ethic is very important if the lack of work ethic for employees can involve work insecurity.

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