

The Effect of Income Level, Financial Literacy, and Lifestyle on Employee Spending Levels at PT. Hi-Lex Cirebon

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Abstract

This study aims to analyze the influence of income level, financial literacy, and lifestyle on the level of expenditure of employees of PT. Hi-Lex Cirebon. This research is motivated by the increasing needs of employees' lives which are not always balanced with the ability to manage expenses. The research method uses a quantitative approach with a causal associative type. Data was obtained through questionnaires to 86 respondents who were selected using probability sampling using the random sampling method. Data analysis used multiple linear regression through t-test, F test, and determination coefficient. The results showed that the income level did not have a significant effect on the level of expenditure with a calculated t-value of $0.074 < 1.989$ and a significance of $0.941 > 0.05$. Financial literacy had a significant effect with a t-value of $2.127 > 1.989$ and a significance of $0.036 < 0.05$, while lifestyle had a significant effect with a t-value of $4.654 > 1.989$ and a significance of $0.000 < 0.05$. Simultaneously, the three variables had a significant effect on the level of expenditure with an F value of $21.285 > 2.70$ and a significance of $0.000 < 0.05$. An Adjusted R^2 value of 0.417 indicates that 41.7% of the variation in the level of expenditure can be explained by these three variables.

Keywords: Income Level, Financial Literacy, Lifestyle, Expenditure Rate

INTRODUCTION

In modern economic development, people's welfare is not only measured from macro development, but also from the economic stability of households as the smallest unit. One of the important components that determines this welfare is the ability of individuals to meet the needs of life through the income received (Hariyono, 2024). In the context of the manufacturing industry, the phenomenon of increasing living needs that are not always balanced with the ability to control expenditure is a fairly prominent economic issue. This

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condition shows that the level of income is not always directly proportional to a person's ability to manage expenses, because there are other factors such as financial literacy and lifestyle that also affect consumption behavior (Halimah et al., 2024).

In relation to this phenomenon, a deeper understanding of the real conditions at the company level is important to do, especially in looking at how these factors work in the lives of employees. In practice, differences in income levels between employees are not always followed by significant differences in spending patterns, as expenses are also influenced by financial management skills and lifestyle trends of each individual. This condition shows that although there are variations in the amount of income, not all employees are able to allocate their income optimally according to financial needs and priorities. Therefore, to understand the context of the internal conditions of PT. Hi-Lex Cirebon more comprehensively, an overview of the existing workforce structure in the company is needed. The composition of the number of employees by job class is important to present because this structure is closely related to the variation in responsibilities, workload, income level, and spending patterns that are the focus of this study. The composition also reflects the dominance of certain groups of workers in the company, so it can help explain the economic phenomenon experienced by the majority of employees. Thus, a basic mapping of the number of workers in each position group needs to be displayed as an analytical basis in examining the influence of income levels, financial literacy, and lifestyle on employee spending levels (Hariyono, 2024).

The following is a table of employee data of PT Hilex Cirebon along with the positions and total employees of each position:

Table 1: Employee Data of PT. Hi-Lex Cirebon

Golongan Departments	Departments	Total
1	Operator	549
2	Leader	38
3	Foreman	11
4	Staff	5
5	Supervisor	5
6	Assistant Manager	1
7	Manager	1
Total	609	

Source: PT. Hi-Lex Cirebon, 2025

Based on table 1, it can be seen that PT Hi-Lex Cirebon has a total of 609 employees, with the majority of 90% being operators. This condition illustrates that most of the

workforce is in positions with lower middleincome levels. According to Indrayani & Muzan (2025), it is explained that a workforce structure like this requires companies to create a proportionate compensation system so that there is no welfare inequality in the work environment. In the perspective of Islamic economics, justice in the distribution of income is an implementation of *the value of 'adl*, where every worker must be rewarded commensurate with his contribution (Halimah et al., 2024).

Based on the condition of the workforce, payroll policies are a crucial aspect in determining employee welfare. Salary is the main form of compensation given to workers in return for their services and responsibilities to the company (Faulijan & Nirmalasari, 2025). In the conventional economy, the amount of salary is adjusted to the level of position, skills, and responsibilities, while in Islamic economics, *ujrah* (wages) is seen as a right that must be given with the principle of *kifayah* sufficient to meet the basic needs of workers and their families properly (Isnaeni, 2025). To see the payroll structure at PT Hi-Lex Cirebon concretely, the following table 1.2 is presented regarding the salary structure and scale based on position group:

Table 2: Employee Salaries of PT. Hi-Lex Cirebon

Golongan Departments	Departments	Smallest (Rs)	Largest (Rs)
1	Operator	2,681,382	3,200,000
2	Leader	2,850,000	3,300,000
3	Foreman	2,900,000	3,550,000
4	Staff	6,600,000	17,300,000
5	Supervisor	14,700,000	20,700,000
6	Assistant Manager	19,000,000	21,000,000
7	Manager	24,000,000	26,000,000

Source: PT. Hi-Lex Cirebon, 2025

Based on table 2 It can be seen that there is a striking difference between the salaries of lower-level and managerial employees. Operators, who are the majority, only receive a salary of around IDR 2.6 million to IDR 3.2 million, while managers earn up to IDR 26 million per month. When compared to the *living wage* in the Cirebon area which reached IDR 3.25 million, most operators are still below the minimum welfare standard. Significant wage inequality can affect the spending levels and consumption behavior of workers, where low-income groups tend to use most of their income for basic needs (Halimah et al., 2024). In Islamic economics, this condition does not fully reflect the principles of *kifayah* and

masalah, as welfare should include a balanced material and spiritual aspect (Halimah et al., 2024).

In addition, based on the results of initial observations made by researchers at PT. Hi-Lex Cirebon, information was obtained from several employees, especially at the operator level, who stated that the income they received was not fully sufficient for daily living needs, especially to meet family needs, unexpected expenses, and monthly routine expenses. However, the results of the questionnaire that have been conducted show conditions that are not entirely in line with this perception, where the majority of respondents give yes and strongly agree with the statement that the income received is in accordance with the work done. This shows the difference between the subjective perception of employees regarding the adequacy of income and the objective conditions in the assessment of the compensation system received. Thus, this condition indicates that the problem of employee expenses is not only influenced by the amount of income alone, but also related to how employees manage income and consumption patterns formed in daily life.

Theoretically, the Theory of Income and Consumption according to Ulhaq et al. (2025) explains that income is the main factor that affects household consumption and spending patterns. However, this theory is reaffirmed by Wati & Mustaqim (2024) Behavioral Finance Theory which states that consumption behavior is not only determined by income, but also by a person's ability to understand finances as well as the way individuals build their lifestyle. Thus, income levels do not automatically create spending stability if they are not accompanied by adequate financial management skills (Faulijan & Nirmalasari, 2025). The problems that arise in the field show that there is a discrepancy between the theory and the real conditions of PT. Hi-Lex Cirebon. Based on the results of initial observations, some employees, especially at the operator level, stated that the income received was still felt to be insufficient for daily living needs. However, in practice, spending patterns between employees tend to be relatively uniform and do not show significant differences, despite variations in income levels. In addition, in employees with higher incomes, expenses are also not always more controlled and even in some conditions are still influenced by consumption habits and lack of good financial management. This condition shows the problem that the level of income is not necessarily the main factor that determines the high and low expenditure of employees, so it is necessary to further examine whether it is true that income has a significant influence on the level of expenditure in the context of employees of PT. Hi-Lex Cirebon.

Financial literacy is an important variable in this study because ideally employees who understand basic financial concepts such as budgeting, saving, and debt management

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should be able to manage expenses in a planned and stable manner (Bactiar et al., 2025). However, the real conditions at PT. Hi-Lex Cirebon shows that there are quite clear problems, especially in employees of the operator class. Preliminary findings in the field show that although some employees already have an understanding of the importance of financial management, in practice many are still not able to implement this knowledge consistently in their daily lives. This can be seen from the habit of not doing financial records, not having monthly budget planning, and still frequent lack of funds before the end of the month. In fact, there are employees who continue to experience financial difficulties even though they receive regular income. This condition shows that there is a gap between the understanding and application of financial literacy, thus showing that financial literacy is not only related to knowledge, but also the ability to manage and control expenses in real terms.

In addition to income and financial literacy, lifestyle factors are an important dimension in this study. Lifestyle Consumption Theory explains that modern consumptive lifestyles can influence a person's purchasing decisions even though their income is limited (Rohmah et al., 2024). However, the real conditions at PT. Hi-Lex Cirebon shows that there are quite real problems related to employee lifestyles, especially in the productive age group. Based on initial observations, many employees tend to follow modern consumption trends, such as the habit of hanging out after hours, shopping through online applications, and the use of digital services and cashless payments that make transactions easier. This convenience actually encourages an increase in the frequency of expenditure which is not always based on the main needs. In addition, there is a tendency for some employees to make impulse purchases and allocate income for secondary and even tertiary needs, even though financial conditions are not yet fully stable. As a result, expenses often exceed initial planning and in some cases are not commensurate with the level of income they have, resulting in financial pressure. This problem shows that the lifestyle of employees not only functions as a lifestyle, but has become a dominant factor that encourages consumptive behavior and has the potential to disrupt financial stability (Faulijan & Nirmalasari, 2025). Therefore, lifestyle is an important variable that needs to be researched because it has a real influence on the level of employee spending at PT. Hi-Lex Cirebon.

The relationship between income level variables, financial literacy, and lifestyle to expenditure has a mutually affecting relationship. In the context of employees of PT. Hi-Lex Cirebon, the income level has not fully reflected the significant difference in spending patterns, as most employees tend to have relatively uniform consumption patterns and focus on meeting basic needs. On the other hand, financial literacy is a factor that distinguishes employees' ability to manage expenses, where a good understanding has not always been followed by consistent application in daily life. In addition, lifestyle has a fairly dominant

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role in shaping spending patterns, especially through consumption habits and the influence of the social environment. Thus, the level of employee expenditure is not only influenced by the amount of income, but also by how the income is managed and how lifestyle shapes expenditure priorities, so this study is important to examine the relationship and strength of influence between these variables in the context of PT. Hi-Lex Cirebon (Halimah et al., 2024).

Although PT. Hi-Lex Cirebon has provided a proportionate income structure and made efforts to improve financial literacy through socialization and internal information, the phenomenon in the field shows that there is a gap between expectations and reality. Ideally, a good level of financial literacy is expected to be able to encourage employees to manage expenses wisely, planned, and in accordance with their financial capabilities. But in reality, even though most employees already have a fairly good understanding of financial management, daily spending practices still show a tendency to be less controlled, mainly influenced by lifestyle factors, consumptive habits, and social demands (Bactiar et al., 2025). This condition shows that good financial literacy has not been fully implemented in real behavior, so there is still a gap between the financial knowledge possessed and the practice of managing employees' expenses in daily life (Halimah et al., 2024).

Previous research has shown inconsistent results on the influence of financial literacy, income, and lifestyle on individual financial outcomes. Wati & Mustaqim (2024) found that income had a significant effect on financial outcomes, while financial literacy and lifestyle did not show a significant influence. On the other hand, Sari & Juliana (2025) prove that financial literacy, income, and lifestyle together have a significant effect on financial behavior. The findings of Pangestu et al. (2024) also show that lifestyle has a strong influence on consumptive behavior, but the influence of financial literacy is complex and not always unidirectional. Meanwhile, Swari et al. (2025) stated that the combination of financial literacy, income, and lifestyle affects financial management, although the amount of influence of each variable varies. Inconsistent results are again shown by Sihombing & Sari (2025) who found that the influence of financial literacy and lifestyle on financial behavior is highly dependent on the context and characteristics of the respondents. In addition to the differences in results, most of the research still focused on financial behavior or management, not specifically on the level of spending, and was conducted in a non-manufacturing context. Therefore, there is still a research gap to simultaneously test the influence of financial literacy, income, and lifestyle on the level of employee spending in the manufacturing industry, especially in PT. Hi-Lex Cirebon (Halimah et al., 2024).

The novelty in this study lies in the simultaneous incorporation of three important variables of income level, financial literacy, and lifestyle to explain the level of employee

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expenditure in the context of the manufacturing industry, especially in PT. Hi-Lex Cirebon which has a very diverse structure of position groups and income ranges. Unlike previous research that generally only examined the relationship between two variables or focused on households, students, and the general public, this study provides a new perspective by placing employees of manufacturing companies as objects, where differences in job positions, the size of income, and the level of financial literacy can create unique spending patterns. In addition, this study offers a scientific contribution by integrating lifestyle phenomena as potential mediating variables that strengthen or weaken the influence of income and financial literacy on spending. Thus, this research not only enriches the literature on employee financial behavior, but also provides practical added value for companies in designing financial literacy programs and controlling employee expenses (Isnaeni, 2025).

Therefore, this study is important to examine empirically whether the variables of income level, financial literacy, and lifestyle really have a significant influence on the level of employee spending at PT. Hi-Lex Cirebon. This research not only focuses on the amount of income received, but also considers aspects of individual understanding in managing finances as well as lifestyle patterns that can influence consumption decisions.

Thus, this study is expected to be able to provide a comprehensive overview of the factors that affect the level of employee spending, so that it can be considered in policy-making and personal financial management. Based on this background, the title raised in this study is "The Influence of Income Levels, Financial Literacy, and Lifestyle on Employee Spending Levels at PT. Hi-Lex Cirebon".

THEORETICAL REVIEW

The most relevant theory in this study is the Theory of Consumption put forward by John Maynard Keynes, who explains that consumption behavior is closely related to the level of income of individuals (Zuhdi et al., 2024). Keynes stated that an increase in income tends to be followed by an increase in consumption, although the increase in consumption is generally smaller than the increase in income. This concept is known as Marginal Propensity to Consume (MPC). In modern economic developments, consumption theory no longer only places income as the sole determinant of consumption, as individual spending decisions are also influenced by psychological and social factors, such as financial literacy and lifestyle. Various studies in the last ten years have shown that individuals with relatively similar income levels can have different spending patterns depending on their financial management abilities and lifestyle patterns.

In relation to employee spending behavior, financial literacy is one of the important factors that affect an individual's ability to manage income and expenses. Financial literacy refers to the ability of individuals to understand financial concepts, prepare budgets, manage expenses, and make financial decisions appropriately. Previous research has shown that a good level of financial literacy tends to encourage more controlled and rational spending behavior. Research by Sari & Juliana (2025) found that financial literacy has a significant effect on employees' financial behavior because individuals who have a good financial understanding tend to be better able to control expenses and prioritize needs. In line with that, Muslim et al. (2025) emphasized that good financial knowledge needs to be balanced with consistent implementation in order to be able to produce effective expenditure management. This shows that financial literacy not only functions as cognitive knowledge, but also as a behavioral basis in consumption decision-making.

In addition to financial literacy, lifestyle is also a factor that is widely discussed in modern consumer behavior research. Lifestyle reflects an individual's patterns of activities, interests, and preferences in daily life that ultimately affect spending patterns. The development of digital technology, the ease of non-cash transactions, and the increasing use of online shopping services have encouraged changes in people's consumption patterns, including among employees. Pangestu et al. (2024) explained that modern lifestyles have a positive effect on consumptive behavior because individuals tend to prioritize comfort and convenience in consumption activities. Furthermore, Swari et al. (2025) also found that lifestyle has a significant effect on financial management behavior, where individuals with modern lifestyles tend to have higher spending rates. The findings suggest that spending behavior is no longer solely based on the fulfillment of basic needs, but is also influenced by the development of the social environment and ease of access to consumption.

Based on this theoretical and empirical study, this study is an effort to analyze the influence of income levels, financial literacy, and lifestyle on the level of employee spending in the context of the manufacturing industry, especially in PT. Hi-Lex Cirebon. Previous research has generally been conducted more on students, households, or workers in general, while research that specifically examines the spending behavior of manufacturing industry employees is still limited. In addition, there are still inconsistencies in the results of previous research, especially related to the influence of income level on expenditure, thus showing contextual differences influenced by respondents' characteristics, financial behavior, and lifestyle patterns. Therefore, this study contributes to strengthening the study of consumption behavior by emphasizing that the level of employee spending is not only influenced by the amount of income, but also by the financial and lifestyle management skills possessed simultaneously.

METHOD

Research Design

This study uses a cross-sectional survey research design with a causal associative quantitative approach. The study aims to analyze the influence of income level, financial literacy, and lifestyle on the level of expenditure of employees of PT. Hi-Lex Cirebon. The independent variables in this study consist of income level (X1), financial literacy (X2), and lifestyle (X3), while the dependent variable is the level of employee expenditure (Y). The research data was collected using a structured questionnaire with a five-point Likert scale to measure respondents' perception of each research variable (Ramdhan, 2021).

Setting and Study Population

The research was carried out at PT. Hi-Lex Cirebon which is located in Cirebon Regency in the period of November 2025 to January 2026. The research population consists of all employees of PT. Hi-Lex Cirebon which includes production, administration, and other support staff with a total population of 609 employees. The population was chosen because it is directly related to the phenomenon of income levels, financial management, lifestyle, and spending patterns that are the focus of the research (Ramdhan, 2021).

Sampling Technique Procedure

The sampling technique used in this study is probability sampling with the random sampling method, which is a sampling technique that provides an equal opportunity for each member of the population to be selected as a research respondent. The number of samples was determined using the Taro Yamane formula with a precision level of 10% and a confidence level of 90%. Based on the results of the calculation, a sample of 86 respondents was obtained which was randomly selected from the entire employee population of PT. Hi-Lex Cirebon (Ramdhan, 2021).

Instruments

The research instrument used was a questionnaire with a five-point Likert scale, ranging from Strongly Disagree (1) to Strongly Agree (5). Income level variables are measured through indicators of monthly income, additional income, income adequacy, and sources of income. Financial literacy variables are measured through indicators of basic financial knowledge, personal financial management, financial planning, understanding of financial products and services, and financial decision-making ability. Lifestyle variables are measured through indicators of activity, interests, opinions, consumption patterns, social environmental influences, and modern lifestyle preferences. Meanwhile, the variable level

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of expenditure is measured through the expenditure indicators of basic necessities, housing, transportation, education and health, and entertainment. All research instruments have gone through validity and reliability tests using IBM SPSS version 27 with Cronbach's Alpha > 0.60 criteria (Ramdhan, 2021).

Data Collection

The research data was obtained through the distribution of questionnaires directly to employees of PT. Hi-Lex Cirebon who was the respondent of the study. Before filling out the questionnaire, respondents were given an explanation of the purpose of the research and guaranteed confidentiality of the data provided. In addition to using questionnaires, the research is also supported by documentation in the form of archives, notes, and documentation of research activities to strengthen the data analysis process (Ramdhan, 2021).

Data Analysis

Data analysis was conducted using IBM SPSS version 27. The analysis techniques used include descriptive and inferential analysis. The testing of research instruments is carried out through validity tests and reliability tests. Furthermore, a classical assumption test was carried out consisting of a normality test, a multicollinearity test, a heteroscedasticity test, and a linearity test. Hypothesis testing uses multiple linear regression analysis, partial tests (t-test), and simultaneous tests (F tests) to determine the influence of independent variables on dependent variables. In addition, the determination coefficient (Adjusted R^2) is used to determine the amount of contribution to income levels, financial literacy, and lifestyle in explaining the variation in the level of expenditure of employees of PT. Hi-Lex Cirebon (Ramdhan, 2021).

RESULTS

Table 3: Participants' Demographic Information

Variable	Categories	Frequency	%
Gender	Male	44	51.2
	Female	42	48.8
Age	18–25 Years	43	50.0
	26–35 Years	42	48.8
	36–45 Years	1	1.2

	>45 Years	0	0.0
Educational Back-ground	Senior High School/Vocational School	85	98.8
	Bachelor's Degree	1	1.2
Job Position	Operator	63	73.3
	Leader	17	19.8
	Foreman	3	3.5
	Staff	2	2.3
	Supervisor	1	1.2
Monthly Income	< IDR 2,000,000	8	9.3
	IDR 2,000,000–3,000,000	50	58.1
	IDR 3,000,000–5,000,000	23	26.7
	> IDR 5,000,000	5	5.8
Total		86	100.0

Based on Table 3, the respondents in this study consisted of 86 employees of PT. Hi-Lex Cirebon with a relatively balanced gender composition, namely 44 male employees (51.2%) and 42 female employees (48.8%). The majority of respondents were in the productive age group, namely 18-25 years old at 50.0% and 26-35 years old at 48.8%, which shows that most employees are in the active working age category. Judging from the level of education, the majority of respondents have a high school/vocational/equivalent educational background of 98.8%, while undergraduate graduates are only 1.2%. Based on position, respondents were dominated by employees with operator positions of 73.3%, followed by leaders by 19.8%, which reflects the company's operational workforce structure. In addition, the majority of respondents have an average monthly income of IDR 2,000,000-IDR 3,000,000 with a percentage of 58.1%, which shows that most employees are in the middle income group. These demographic characteristics show that the respondents in this study are relevant to describe the conditions of income levels, financial literacy, lifestyle, and expenditure levels of employees of PT. Hi-Lex Cirebon.

Testing the hypothesis

Tabel 4: Hasil Uji Koefisien Determinasi (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.662 ^a	0.438	0.417	4.74698

a. Predictors: (Constant), Gaya_Hidup_X3, Tingkat_Penghasilan_X1, Literasi_Kuangan_X2

Sumber: Data SPSS diolah Tahun 2026

Tabel 5: Hasil Uji F Simultan

ANOVA ^a					
Model		Sum of Squares	df	Mean Square	F
1	Regression	1438.917	3	479.639	21.285
	Residual	1847.777	82	22.534	
	Total	3286.694	85		

a. Dependent Variable: Tingkat_Pengeluaran_Y

b. Predictors: (Constant), Gaya_Hidup_X3, Tingkat_Penghasilan_X1, Literasi_Kuangan_X2

Sumber: Data SPSS diolah Tahun 2026

Tabel 6: Hasil Uji T Parsial

Coefficients ^a					
Model		Unstandardized Coefficients	Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	
1	(Constant)	6.914	3.357		2.060
	Tingkat_Penghasilan_X1	0.013	0.175	0.008	0.074
	Literasi_Kuangan_X2	0.250	0.118	0.254	2.127
	Gaya_Hidup_X3	0.470	0.101	0.476	4.654

a. Dependent Variable: Tingkat_Pengeluaran_Y

Sumber: Data SPSS diolah Tahun 2026

Based on the results of the partial t-test, it is known that the variable Income Level (X₁) has a calculated t-value of 0.074 < 1.989 with a significance value of 0.941 > 0.05, so it does not have a significant effect on the Employee Expenditure Level (Y). Meanwhile, the Financial Literacy variable (X₂) obtained a t-count value of 2.127 > 1.989 with a significance of 0.036 < 0.05, which shows that financial literacy has a significant effect on the level of employee spending. The Lifestyle Variable (X₃) also showed a significant influence with a

calculated t-value of $4.654 > 1.989$ and a significance of $0.000 < 0.05$. Furthermore, based on the results of the simultaneous F test, the F value of $21.285 > F$ table 2.70 with a significance value of $0.000 < 0.05$, which means that the variables of Income Level (X_1), Financial Literacy (X_2), and Lifestyle (X_3) together have a significant effect on the Employee Expenditure Level (Y). The results of the determination coefficient test showed an Adjusted R Square value of 0.417, which means that the variables of Income Level, Financial Literacy, and Lifestyle were able to explain 41.7% of the variation in the Employee Expenditure Level of PT. Hi-Lex Cirebon, while the remaining 58.3% were influenced by other variables outside of this study.

DISCUSSION

Based on the results of the study, it is known that partially the variable Income Level (X_1) does not have a significant effect on the Employee Expenditure Level of PT. Hi-Lex Cirebon, which is indicated by a calculated t-value of $0.074 < 1.989$ with a significance of $0.941 > 0.05$. These findings show that the amount of income employees receive does not directly determine the high and low spending, as the majority of employees have a relatively uniform income level and are more focused on meeting basic daily needs. These results extend Keynes' theory of consumption which states that consumption is influenced by income, by showing that in the context of the manufacturing industry, spending behavior is also influenced by behavioral factors and financial management. On the other hand, the variables Financial Literacy (X_2) and Lifestyle (X_3) were shown to have a significant effect on the level of spending, with a calculated t-value of $2.127 > 1.989$, respectively and a significance of $0.036 < 0.05$ for financial literacy, as well as a t-value of $4.654 > 1.989$ and a significance of $0.000 < 0.05$ for lifestyle. These results show that the ability to manage finances and lifestyle patterns are the dominant factors in shaping employee spending behavior. These findings contribute to the fact that in a manufacturing work environment, financial literacy not only serves as a cognitive ability, but also serves as a differentiating factor between employees who are able to control spending and those who are under financial pressure, while modern lifestyles have been shown to magnify the tendency to consume non-essentials.

Simultaneously, the variables of Income Level, Financial Literacy, and Lifestyle have a significant effect on the Employee Expenditure Level of PT. Hi-Lex Cirebon with an F value of $21.285 > 2.70$ and a significance of $0.000 < 0.05$. In addition, the Adjusted R Square value of 0.417 showed that the three variables were able to explain 41.7% of the variation in employee spending levels, while the remaining 58.3% were influenced by other factors outside the study. These results confirm that employee spending behavior is not shaped by a single factor, but rather through the interaction between economic ability, financial

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understanding, and consumption behavior patterns. This research makes a new contribution by showing that in the context of manufacturing industry employees, income only functions as a financial resource, while financial literacy and lifestyle are the main factors that determine how the income is allocated. Thus, this study expands the application of Keynes' theory of consumption and financial behavioral theory by placing financial literacy and lifestyle as behavioral variables that modify the relationship between income and employee spending levels.

CONCLUSION

Based on the results of the study, it can be concluded that partially the variable Income Level (X_1) does not have a significant effect on the Employee Expenditure Level of PT. Hi-Lex Cirebon, while the variables of Financial Literacy (X_2) and Lifestyle (X_3) have a significant effect on the level of employee spending. Simultaneously, Income Level, Financial Literacy, and Lifestyle together had a significant effect on Employee Expenditure Rate with a contribution of 41.7%, while the rest were influenced by other factors outside the study. The results of this study show that the level of employee spending is not only determined by the amount of income, but also influenced by the ability to manage finances and lifestyle patterns in daily life.

Recommendations

Based on the results of the research, it is recommended that PT. Hi-Lex Cirebon improves financial literacy education and training programs for employees to help manage expenses that are more targeted and in accordance with their financial conditions. In addition, companies can also provide socialization about the importance of a simple lifestyle and control of consumptive behavior so that employees are able to maintain personal financial stability. For the next researcher, it is recommended to add other variables such as the number of family dependents, social environment, consumptive behavior, or the use of financial digital services in order to provide broader and in-depth research results related to factors that affect the level of employee spending.

Limitations and suggestions for further study

This research has limitations because it was only carried out on one company, namely PT. Hi-Lex Cirebon, with a sample of 86 respondents so that the results of the research cannot be widely generalized to all industrial sectors. In addition, this study only focuses on the variables of Income Level, Financial Literacy, and Lifestyle, while there are still other factors that can affect the level of employee expenditure such as the number of family

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dependents, socioeconomic conditions, consumptive behavior, and the development of financial digital technology and services. Therefore, further research is recommended to expand the research object in different companies or industry sectors, increase the number of respondents, and develop research variables to obtain more comprehensive and in-depth results on the factors that affect the level of employee spending.

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