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The Influence Of Financial Attitude And Lifestyle On Financial Management Behavior With Locus Of Control Mediation Among Employees Of Raden Mattaher Hospital Jambi

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Abstract

This study aims to examine the influence of Financial Attitude and Lifestyle through the mediation of locus of control on financial management behavior among Non-Permanent Non-Civil Servants in the management of Raden Mattaher Hospital, Jambi. The analysis method used is quantitative research. The analytical tool used is PLS analysis. Based on the research results, Financial Attitude and Lifestyle have an effect on locus of control, Financial Attitude and Lifestyle influence financial management behavior, and Financial Attitude and Lifestyle through the mediation of locus of control affect financial management behavior among Non-Permanent Non-Civil Servants in the management of Raden Mattaher Hospital, Jambi.

Keywords: ***Financial Attitude, Lifestyle, Locus Of Control, Financial Management Behavior***

INTRODUCTION

Financial skills and knowledge are key factors in ensuring future uncertainty. The concept of financial management is supported by the ability to solve financial problems. The ability to manage finances can comprehensively benefit individuals by shaping behaviors related to financial management concepts, understanding that supports

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financial institutions, and responsibility in managing financial affairs. This has implications for the ability of individuals to maximize financial information, supported by financial management skills, which are expected to lead to logical consequences in financial and investment behavior in the future (Novita & Wiharno, 2022)

Financial management becomes a particular challenge when a person lacks basic financial knowledge. In fact, according to the Financial Services Authority (OJK), the large number of Indonesians who are not financially literate (well-literate) remains a problem to this day, especially among the younger generation who should be playing the role of critical economic players. The results of the National Financial Literacy and Inclusion Survey conducted by the Financial Services Authority (OJK, 2024) show that the financial literacy index of Indonesians in 2024 was 65.43%, and the financial inclusion index was 75.02%.

Generally, people will prioritize basic needs such as food, clothing, housing, healthcare, and education. Other non-essential needs are fulfilled only when income allows. In other words, when income is reduced, less important needs will be postponed. Consumption patterns vary between individuals or households, where those with lower incomes have different patterns than those with higher incomes (Siswanti, 2022).

A person with poor financial behavior is one who cannot control personal finances, is not accustomed to creating monthly financial budgets, and often seeks pleasure through excessive spending. Such habits can unconsciously lead to overspending and unmanageable personal finances. This results in poor personal financial management (Aini & Rahayu, 2022). Conversely, someone with good financial behavior will act differently.

These phenomena indicate that the factors determining financial management behavior must be strengthened to prevent unwanted financial outcomes now and in the future (Sukma et al., 2022).

The first factor suspected to influence financial management behavior is Financial Attitude. Financial Attitude refers to one's mindset toward financial goals, expressed through actions, words, behavior, and emotions (Sunyoto, 2015). Research by (Khoirunnisa & Rochmawati, 2021), (Suwarno et al., 2022), and Sukma et al. (2022) found that Financial Attitude significantly influences financial management behavior through Locus of Control. However, a study by Amelia et al. (2023) suggests that Financial Attitude does not significantly influence financial management behavior.

The second factor is Lifestyle. Lifestyle is associated with patterns of living expressed through activities, interests, and opinions (Kotler & Amstrong, 2014). Lifestyle

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can be understood as how someone lives their life, their interests, and their views on objects (Setiadi, 2013). (Rabbani et al., 2024) found a positive effect of lifestyle on financial management. Individuals with high lifestyles tend to have good financial management capabilities. However, this contradicts the findings of (Muntahanah et al., 2021), which showed that lifestyle does not significantly affect personal financial management behavior.

The third factor suspected to influence financial management behavior is Locus of Control. Employees with an internal locus of control work hard, are highly initiative, try to solve problems, and think selectively. (Reviandani, 2022) found that locus of control significantly affects financial management behavior. Similarly, Khoirunnisa & Rochmawati (2021) found that locus of control serves as a significant mediating variable. In contrast, (Aini & Rahayu, 2022) reported a negative influence of locus of control on financial management.

Based on these explanations of the factors influencing financial management behavior, research on these factors is deemed important. The researcher aims to examine the financial management behavior of non-permanent (Non-Civil Servant) employees working in the management division of Raden Mattaher Regional General Hospital, Jambi. The reason for choosing these employees is that many of them are not skilled in managing their finances and tend to engage in impulsive or wasteful spending after receiving their monthly salary or incentives. Additionally, noticeable differences in financial attitudes exist among them.

Another identified issue is that a large proportion of these employees in operational roles only have secondary education (high school/vocational school), which could limit their effectiveness in handling administrative and technical duties without adequate training. The disparity in qualifications between functional and operational roles also emphasizes the need for proportional and strategic human resource development planning at RSUD Raden Mattaher.

All employees who have worked for over a year receive a monthly honorarium above IDR 1,000,000 (Source: RSUD Raden Mattaher BLUD Leadership Regulation), in addition to a basic salary and incentives, known as service fees, issued by BPJS based on the hospital's monthly income. These incentive amounts are variable and fluctuate from month to month.

Therefore, this research seeks to determine whether financial attitudes and financial education received from families can help these employees better manage and improve their personal financial well-being. Thus, this study will focus on:

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"The Effect of Financial Attitude and Lifestyle on Financial Management Behavior with Locus of Control as a Mediating Variable Among Non-Permanent Employees of Raden Mattaher Regional General Hospital, Jambi."

METHODOLOGY

The method used in this research is a descriptive-verificative and quantitative approach. According to (Sugiyono, 2023), a verificative method is defined as a research method involving hypothesis testing through statistical calculations to determine whether the hypothesis is accepted or rejected based on descriptive research results.

The population in this study consists of Non-Permanent Employees (Non-Civil Servants) in the management division of Raden Mattaher Regional General Hospital, totaling 85 individuals. Based on the saturated sampling method, the sample used in this research is also 85 individuals.

To quantitatively measure the direct influence of independent variables on the dependent variable through an intervening variable, the analytical tool used is the Structural Equation Modeling (SEM). The software employed in this research is SmartPLS 3.0. According to (Ghozali & Latan, 2015), component-based SEM using PLS was chosen because it can work efficiently with small sample sizes and complex models.

Ghozali and Latan (2015) state that the evaluation of the PLS model is conducted by assessing both the outer model and the inner model. The evaluation of the measurement model (outer model) is carried out to assess the validity and reliability of the model. The outer model is evaluated using reflective indicators, convergent validity, discriminant validity, composite reliability, and Cronbach's alpha for indicator blocks. Meanwhile, the inner model evaluation aims to predict the relationship between latent variables.

RESEARCH RESULTS AND DISCUSSION

Convergent Validity Testing

Convergent validity testing is a type of validity used to evaluate the extent to which an instrument or measurement tool accurately measures the same construct. In the context of statistics and data analysis, especially in latent variable-based models such as Partial Least Squares (PLS), convergent validity is essential to ensure that the indicators or items used in the model truly reflect the same construct.

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Loading Factor

To determine the results of the loading factor test, refer to the following figure: :

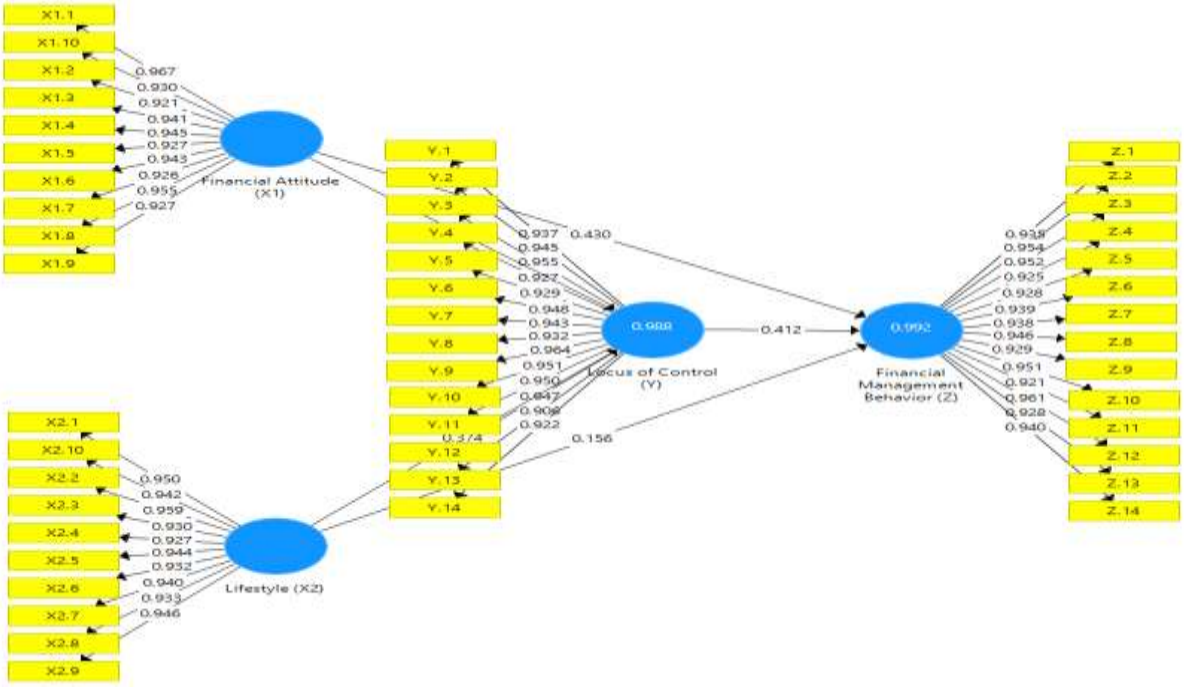


Figure 1.Loading Factor

The figure above represents the initial step in addressing research objectives number 1 to 7. In the figure, it is evident that all variable indicators have outer loading values above 0.7, which indicates that each indicator has a strong correlation with the latent variable it is intended to measure.

Reliability Testing

The composite reliability test is conducted to determine the extent to which a measurement instrument can be considered reliable. A variable is considered reliable if all of its indicator loading values are above 0.70. The composite reliability values for each variable can be seen in Table 1 below:

Table 1 *Composite Reliability*

	Composite Reliability
Financial Attitude (X1)	0.987

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Lifestyle (X2)	0.987
Locus of Control (Y)	0.991
Financial Management Behavior (Z)	0.991

Source: Data Processed with PLS, 2025

Based on Table 1, the results of the composite reliability test indicate that all variables can be considered reliable, as they have composite reliability values greater than 0.70.

Coefficient of Determination (R-Square)

In evaluating a model using PLS, the first step is to look at the R-Square (R^2) values for each dependent latent variable. Table 2 presents the R-Square estimation results using SmartPLS 3.

Tabel 2 R-Square Values

Variable	R Square
Locus of Control (Y)	0.988
Financial Management Behavior (Z)	0.992

Source: Data Processed with PLS, 2025

Based on the results presented in Table 2, the R-Square value for the Locus of Control variable is 0.988, indicating that 98.8% of the variation in Locus of Control can be explained by the independent variables, namely Financial Attitude and Lifestyle. The remaining 1.2% is explained by other variables not included in this research model. This value demonstrates that the model has a very strong explanatory power in capturing the variation in the Locus of Control variable.

Meanwhile, the R-Square value for the Financial Management Behavior variable is 0.992, suggesting that 99.2% of the variation in financial management behavior can be explained by Financial Attitude, Lifestyle, and Locus of Control as a mediating variable. Only 0.8% of the variation is attributed to other factors outside the model. This also reflects a very high predictive capability of the model in explaining financial management behavior.

Overall, the R-Square values for both dependent variables in this study fall into the very strong category, indicating that the structural model used is highly effective in explaining the relationships among variables. These findings support the conclusion that

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the model constructed has a high level of validity in explaining the financial management behavior of non-permanent employees (Non-Civil Servants) at Raden Mattaher Regional General Hospital, Jambi.

Hypothesis Testing

The basis for testing hypotheses is the value presented in the output result for inner weight. Table 3 provides the estimation output for structural model testing:

Table 3 ***Result for Inner Weights***

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Financial Attitude (X1) -> Locus of Control (Y)	0.621	0.632	0.130	4.785	0.000
Lifestyle (X2) -> Locus of Control (Y)	0.374	0.363	0.130	2.875	0.004
Financial Attitude (X1) -> Financial Management Behavior (Z)	0.430	0.435	0.117	3.670	0.000
Lifestyle (X2) -> Financial Management Behavior (Z)	0.156	0.146	0.097	1.606	0.109
Locus of Control (Y) -> Financial Management Behavior (Z)	0.412	0.417	0.109	3.768	0.000
Financial Attitude (X1) -> Locus of Control (Y) -> Financial Management Behavior (Z)	0.255	0.258	0.069	3.684	0.000
Lifestyle (X2) -> Locus of Control (Y) -> Financial Management Behavior (Z)	0.154	0.157	0.077	1.998	0.046

Source: Data Processed with PLS, 2025

Based on the data processing results using the SEM-PLS method, as presented in the table, it can be seen that the variable Financial Attitude has a significant direct influence on Locus of Control, with a path coefficient of 0.621, a T-statistic of 4.785, and a P-value of 0.000. This indicates that the better a person's financial attitude, the higher their locus of control will be. Similarly, the variable Lifestyle also has a significant influence on locus of control, with a coefficient of 0.374, a T-statistic of 2.875, and a P-value of 0.004, meaning that lifestyle also contributes to shaping employees' financial self-control.

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Furthermore, Financial Attitude is also proven to have a significant direct effect on Financial Management Behavior, with a coefficient of 0.430, a T-statistic of 3.670, and a P-value of 0.000. This suggests that a good financial attitude encourages healthier and more directed financial management behavior. In contrast, Lifestyle does not show a significant direct influence on financial management behavior, as indicated by a coefficient of 0.156, a T-statistic of 1.606, and a P-value of 0.109. This implies that lifestyle alone is not strong enough to directly impact how someone manages their finances.

Meanwhile, the Locus of Control variable has a significant direct effect on Financial Management Behavior, with a coefficient of 0.412, a T-statistic of 3.768, and a P-value of 0.000. This shows that individuals with high self-control are more likely to manage their personal finances wisely. In addition to direct effects, this study also tested for indirect (mediating) effects through Locus of Control. The results show that Financial Attitude significantly affects financial management behavior through Locus of Control, with a coefficient of 0.255, a T-statistic of 3.684, and a P-value of 0.000, confirming the important role of locus of control as a mediator in the relationship between financial attitude and financial management behavior.

Similarly, Lifestyle has a significant indirect effect on financial management behavior through Locus of Control, with a coefficient of 0.154, a T-statistic of 1.998, and a P-value of 0.046. Although the strength of the effect is relatively smaller compared to other paths, it still demonstrates that lifestyle can influence financial behavior indirectly through the strengthening of self-control. Overall, these findings confirm that the financial management behavior of non-permanent employees at RSUD Raden Mattaher Jambi is more strongly influenced by financial attitude and locus of control, while lifestyle contributes only indirectly through its mediating role.

SUMMARY

Based on the results of data analysis using the SEM-PLS method, it can be concluded that Financial Attitude has a significant influence, both directly and indirectly (through Locus of Control), on the Financial Management Behavior of non-permanent employees at RSUD Raden Mattaher Jambi. This indicates that a positive financial attitude encourages better financial management capabilities. On the other hand, Lifestyle does not have a significant direct effect on financial management behavior but does have an indirect effect through Locus of Control, meaning that lifestyle influences financial behavior only when individuals possess a strong sense of self-control. Locus of

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Control is thus proven to be a significant mediating variable and plays a crucial role in shaping employees' financial behavior.

As a recommendation, the management of RSUD Raden Mattaher Jambi should provide regular financial literacy education and training to non-permanent employees, especially focusing on the importance of developing a sound financial attitude and the ability to control spending habits. Additionally, there should be efforts to strengthen character and promote a simple lifestyle, enabling employees to manage their income, incentives, and other financial resources more wisely. This is vital for improving their long-term personal financial well-being and minimizing harmful consumptive and impulsive behaviors.

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