

The Influence of Financial Literacy and Financial Behavior on Financial Management Employee Survey of PT. Spirit Jaya Snack & Coffee

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INDEXING	ABSTRACT
Keywords: Keyword 1; Influence Keyword 2; Financial Literacy Keyword 3; Financial Behavior Keyword 4; Financial Management Keyword 5; Spirit Jaya Snack & Coffee	Financial management is an increasingly important skill for individuals and businesses in the era of globalization and rapid economic expansion. Good financial management has a major impact on the financial health of workers, which in turn affects their productivity in the workplace. This study examines how employee financial management at PT. Spirit Jaya Snack and Coffee is influenced by behavior and financial literacy. A questionnaire filled out by 43 respondents was used to collect data, and SPSS was used for multiple regression analysis. Based on the findings, Financial management skills are becoming increasingly important for individuals and organizations in this era of rapid economic expansion and globalization. An employee's financial well-being and, ultimately, their productivity at work will be greatly affected by their capacity to manage money. The findings of the study show that financial literacy has a greater influence on employee financial management than financial behavior. The suggestion from this research for the next research is exploring whether factors like age, education level, or job position moderate the relationship between financial literacy and management practices

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INTRODUCTION

The ability to manage finances is becoming an increasingly important talent for individuals and organizations in the era of rapid economic expansion and globalization (Cheese, et al., 2007). Effective financial management will have a major influence on the financial health of employees, which will ultimately affect their productivity in the workplace.

PT. Spirit Jaya Snack & Coffee As a company that employs a number of employees, it certainly has an interest in ensuring that its employees have adequate financial literacy and implement healthy financial behavior. That way, employees can better manage their income, plan for their financial future, and reduce stress levels associated with financial problems (Verne, 2014). A person with high financial literacy is able to understand basic financial ideas including investing, saving, and managing money. Good financial habits, such as exercising self-control over spending and avoiding consumptive impulses, can help with effective financial management projects (Anatasya et al., 2024).

According to Arianti, financial literacy is the ability to understand money in general, including debt, insurance, investment, savings, and other financial instruments to achieve financial well-being (Arianti, 2022). "Business actors who have high financial literacy will be able to manage their finances and know how to manage their

income and expenses to ensure the survival of their organization," said Ardila et al. (Ardila et al., 2020). In addition, they will be able to make financial statements and have a good understanding of money. Research shows that the quality of financial reporting is influenced by financial literacy (Sularsi & Wibisono, 2021).

Financial behavior. These financial behaviors include the ability to plan a budget, manage and save money in daily activities, and plan how to spend financial resources. According to Bourdieu's theory of behavior, financial behavior can be seen from three perspectives: habits, capital, and change. This is supported by Dai et al, who conducted a study on PT. Spirit Jaya Snack and Coffee (Dai et al., 2019). Elly Lestari's research at Tribhuwana Tunggal University Malang, Diss., examines how financial attitudes and behaviors affect the financial literacy of management students (Lepir et al., 2020). Meaningful conclusions require research that connects all of these components in the context of PT. Snack and Coffee by Spirit Jaya.

LITERATURE REVIEW

Financial literacy is demonstrated by savings and loans, investments, insurance, and overall financial literacy (Lusardi, 2019). Financial behavior includes financial planning, saving, managing, and budgeting (Rahayu et al., 2023). Financial management is evaluated based on a number of factors, including finding sources of funding, spending money, controlling risks, and planning for the future (Suardi, 2022). Financial literacy, according to Rusnawati and Saharuddin is the level of understanding and proficiency in financial decision-making (Rusnawati and Saharuddin, 2022). Research by Upadana & Herawati shows that people who manage their own money tend to show excellent financial behavior, which has a positive and substantial impact on investment decisions (Upadana & Herawati, 2020). According to Safryani et al., financial behavior and investment decisions are not interrelated (Safryani et al., 2020). Financial behavior tests how a person's mindset, beliefs, and environment affect the way they utilize financial resources and institutions by blending psychology and finance. A new field of financial theory emerged as a result of the integration of data from sociology, psychology, and other social sciences.

Financial literacy serves as a critical foundation for empowering individuals and communities to make thoughtful and strategic choices concerning their financial health. On a personal level, it equips people with the skills to manage earnings, regulate spending, and prepare for future financial obligations (Kyeyune and Ntayi, 2025). This encompasses familiarity with saving strategies, credit facilities, insurance schemes, and investment instruments skills that help mitigate exposure to financial scams, excessive debt, and economic uncertainty. In a broader context, financial literacy plays a pivotal role in advancing socio-economic empowerment. Financially literate behaviors such as effective budgeting, risk evaluation, and forward-looking financial planning enhance household stability and contribute to long-term asset accumulation across generations (Katnic et al, 2024). Furthermore, financial literacy intersects with legal awareness and media accountability. Individuals who comprehend financial agreements, consumer protections, and institutional responsibilities are better positioned to navigate complex financial systems and advocate for fair and transparent policies (Ogunola et al, 2024).

Financially informed citizens are more inclined to borrow responsibly, participate in savings groups, and contribute to community-driven economic initiatives. Ultimately, financial literacy transcends technical knowledge, it embodies empowerment. It nurtures independence, enhances judgment, and enables individuals to apply financial understanding in transformative ways. When integrated into educational frameworks and community outreach, financial literacy becomes a driving force for ethical,

informed, and sustainable progress, as well as explained by Shand and Colenbrander (2018).

RESEARCH METHOD

This study uses quantitative techniques because this research is based on numerical data. A total of 43 people participated in this study; all of them are employees of PT. Spirit Jaya Snack and Coffee. In 2023, Suriani et al. Saturated sampling is the process of sampling each member of the population. When the population is less than thirty people, this sampling method is often used. Saturated sampling, often known as a census, entails sampling each individual in a population. There are forty-three workers at PT. Spirit Jaya Snack and Coffee in the research sample. To test the relationship between variables, this study also uses multiple regression, determination coefficient analysis, partial testing (T test), and simultaneous testing (F test).

RESULT AND DISCUSSION

Based on the results of the determination coefficient test, both variables have an influence of 53.5%, while other factors have an influence of 46.5%. Employee financial management is positively influenced by financial behavior and knowledge, based on multiple regression analysis. $Y = 5.168 + 0.582X_1 + 0.326X_2$ which can be described as follows:

1. A constant value of 5.168 means that financial management has a value of 5.168 if all other variables are zero.
2. The regression coefficient of financial literacy of 0.582 indicates that, assuming all other factors remain the same, an increase in one unit will result in an increase in employee financial management of 0.582.
3. If all other variables remain the same, a regression coefficient of financial behavior of 0.326 means that an increase of one unit will result in an increase in employee financial management of 0.326.

A considerable impact occurs if the value meets the requirements; otherwise, the effect is considered insignificant. The conclusion of the analysis provides relevant information.

Table 1. Results of the Persian Test (T Test)

Variabel	t	Sig.
TOTAL_X1	3,741	0,001
TOTAL_X2	2,049	0,047

Data source: processed by researchers 2025

Based on the table above, financial literacy has a significant effect on financial management and the value of its significance meets the set criteria. On the other hand, financial behavior does not show a clear impact because the significance value is higher than the set limit. Financial literacy significantly influences financial management by equipping individuals with the knowledge and skills necessary to make informed economic decisions. A high level of financial literacy enables employees to understand key financial concepts such as budgeting, saving, debt management, and investment planning. This understanding fosters more responsible and strategic financial behavior, which directly contributes to effective financial management practices within an organization.

In the context of PT. Spirit Jaya Snack & Coffee, employees who possess strong financial literacy are more likely to demonstrate prudent financial planning, accurate record-keeping, and efficient resource allocation. These competencies not only enhance

personal financial stability but also support the company's broader financial goals, such as cost control, profitability, and long-term sustainability. Moreover, financial literacy reduces the likelihood of errors in financial decision-making, minimizes exposure to financial risks, and promotes compliance with financial policies and procedures. It encourages a proactive approach to managing cash flow, forecasting expenses, and evaluating financial performance. As a result, employees with higher financial literacy contribute to a more financially resilient and accountable organizational culture.

Empirical studies consistently show that financial literacy is a strong predictor of sound financial management, both at the individual and institutional levels. Therefore, investing in financial education and training programs for employees can yield substantial benefits for organizational efficiency, transparency, and strategic growth.

Table 2. Simultaneous Test Results (Test F)

Variabel	F	Sig.
Regression	23,028	0,000

Data source: processed by researchers 2025

The results of the analysis show that there is a significant relationship between the financial management of PT. Spirit Jaya Snack and Coffee with financial literacy and behavior, as evidenced by the value of the possibilities obtained. The findings of the analysis reveal a statistically significant relationship between financial management practices at PT. Spirit Jaya Snack & Coffee and the levels of financial literacy and financial behavior among its employees. This correlation is substantiated by the probability values obtained through quantitative testing, which fall within the threshold of statistical significance. These results suggest that employees who demonstrate higher financial literacy characterized by their understanding of financial principles, tools, and decision-making frameworks are more likely to engage in effective financial management within the organization.

Similarly, positive financial behavior, including disciplined budgeting, saving habits, and responsible financial planning, contributes meaningfully to the overall financial management outcomes. The data indicate that both cognitive understanding (literacy) and behavioral application (practice) are integral to shaping sound financial decisions at the employee level, which in turn influence organizational financial performance. This significant relationship underscores the importance of integrating financial education and behavioral reinforcement into employee development programs. It also highlights the potential for improved financial governance and operational efficiency when financial competencies are actively cultivated within the workforce. The empirical evidence supports the hypothesis that financial literacy and behavior are not isolated traits but interdependent factors that collectively enhance financial management capacity in a corporate setting.

CONCLUSION

Financial management skills are becoming increasingly important for individuals and organizations in this era of rapid economic expansion and globalization. An employee's financial well-being and, ultimately, their productivity at work will be greatly affected by their capacity to manage money. The findings of the study show that financial literacy has a greater influence on employee financial management than financial behavior.

The suggestion from this research for the next research is exploring whether factors like age, education level, or job position moderate the relationship between financial literacy and management practices.

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