

Determinants Of Positive Behavior Among Textile Workers In Indonesia: An Analysis Of Positive Organizational Behavior

Arnold Tindas,^{a,b} Alex Satrio Ampuh,^a
Sasmoko,^{b,c*} Samuel Anindyo Widhoyoko,^{b,d}
and Yasinta Indrianti^b

^aDoctoral Progrmme, STT International Harvest,
Tangerang, Indonesia

^bResearch Interest Group in Educational Technology,
Bina Nusantara University, Jakarta, Indonesia

^cFaculty of Humaniora, Bina Nusantara University,
Jakarta, Indonesia

^d Podomoro University, Jakarta, Indonesia

Corresponding author Email: *sasmoko@binus.edu

March 26, 2018

Abstract

Variations in the demographic conditions of workers enable them to display a wide range of behavior in both positive and negative behaviors. Positive behavior is required in order to form a conducive working atmosphere, hence increases the effectiveness of the company. This research aims to look at various factors that determine the formation of positive behavior in workers. Neuroresearch method is used in this study where the research is conducted through three stages: exploratory, explanatory and confirmatory. A data collection technique using questionnaires with five

point scale Likert. The research questionnaire calibration is given to 100 workers of textile companies. Then for the calculation of calibration (construct validity) by using questionnaires through orthogonal iteration approach on the criterion of 0.195. Calculation of reliability index using cronbach alpha formula of 0.817. The research population is 1,500 textile companies in Indonesia with a sample of 260 companies and 2,600 workers of textile companies. The result of this research shows that there is a positive and significant correlation between organizational culture with positive organizational behavior in the Indonesian textile company. There are two determinants that can improve the positive behavior of textile workers: (1) the establishment of a positive organizational culture in the company and (2) the fulfillment of employee expectations on the company as part of the life of its employees.

Key Words:Positive Organizational Behavior, Neurore-search.

1 Introduction

The current trend in the industrial and organizational psychology today, is likely to lead to studies that focused on optimizing positive organizational functions and behaviors, namely a positive orientation of the human resources power and psychological capacities that can be measured, developed and managed effectively to develop performance in the working environment.¹ Many variations in the demographic conditions of workers enable them to display a wide range of behavior in both positive and negative behaviors. Positive organizational behavior is required in order to form a conducive working condition hence increases the effectiveness of the company. Working conditions can be classified in two general categories job demands and job resources.² – 3 Hakanen, et al.⁴ through his research stated that job resources (e.g., skill variety, peer contacts) are important elements for maintaining workload, poor physical environment (e.g., workload, poor physical environment).⁴ In line with the results of this study, Muse et. al.⁵ says that the perceived value of the work benefits package are associated with to positive attitudes and their organizational behavior.⁵ The investigation of

Luthans et al.⁶ also prove that positive psychological capital (consisting of hope, resilience, optimism, and efficacy) play a role in mediating the effects of a supportive organizational climate with employee outcomes.⁶ However, a group of positive individuals may not automatically change the organization behavior. As Kanov et al.⁷ argue through their research that although organizational compassion shares many of the characteristics of individual compassion (e.g., noticing, feeling, and responding to the pain of others) these processes become collective in nature.⁷

If we look at the condition of the textile industry in Indonesia, according to data from Indonesia Statistics of Industry⁸ this sector experienced low growth after the crisis of 1997-1998 even stagnant. Including a decline in employment up to 9.17 and 5.6 percent in times of crisis and a substantial increase based on data from the Survey of National Employment (1995-2004; 2008-2014). A survey conducted by AKATIGA⁹ on 53 textile companies in Indonesia found that minimum wage requirement as biggest problem then followed by decrease of productivity. This has caused many textile factories to close down or reduce the number of workers and or switch to hiring contract laborers. Wulandari's research¹⁰ proves that the role of the textile labor productivity is very important to the growth of the company¹⁰. This result is also in accordance with the study of Doms et al.,¹¹ where the companies with higher productivity will have higher growth rates as well. The textile companies that have high labor productivity will be able to produce more efficiently, trigger an increase in production capacity, and ultimately will increase the company's growth.¹¹ The amount of labor, as a proxy of start-up company size, also has an impact on labor growth.¹¹⁻¹³ If you look at the condition of the textile industry in Indonesia, the labor factor is very influential for the growth of this industry. How is the relationship between organizational behavior and employee behavior in the textile industry is very interesting to be examined.

Therefore, this research aims to look at various factors that determine the formation of positive behavior in workers. More specifically, we ask the following research questions: (1) Are there any correlations between positive organizational culture with positive organizational behavior of the Indonesian textile company? (2) How is the organizational behavior of textile companies in handling

their workers as human capital? And (3) Are there any differences in the type of facility given by the company to the textile workers, affecting the treatment of this company to them?

2 RESEARCH METHODS

This research used a neuroresearch method as a methodology where the research is leading through three stages: exploratory, explanatory and confirmatory.^{14–15} Sasmoko and Anggriyani¹⁶ also stated that this method is a combination of qualitative research methods (exploratory through the study of theory) with quantitative (explanatory)¹⁶. First stage, exploratory is a construct theoretical on positive behavior, positive organizational behavior and organizational culture, especially in the textile industry and similar companies. The next stage is explanatory through a quantitative testing. This stage explores the results of exploratory research on positive behavior in the work environment. The aim of this stage is to find the factors that determine the formation of positive behavior in workers. The last stage is the confirmatory which aims to deepen the results of the previous stage.

The researchers used a data collection technique with five scales Likert questionnaire. Then, the research questionnaire calibration was set to 100 workers of textile companies. Calibration calculation or construct validity of questionnaire was conducted by using the orthogonal iteration approach on criterion of 0.195. Meanwhile, calculation of reliability index was conducted by using cronbach alpha formula of 0.817. The research population is 1,500 textile companies in Indonesia with a sample of 260 companies and 2,600 workers of textile companies.

3 RESULTS AND DISCUSSION

First research question: Are there any correlations between positive organizational culture with positive organizational behavior of Indonesian textile company? The research shows that these two variables correlate positively and significantly. There are two determinants that can improve the positive behavior of textile workers: (1) the establishment of a positive organizational culture in

the company and (2) the fulfillment of employee expectations on the company as part of the life of its employees. Second research question: How is the organizational behavior of textile companies in handling their workers as human capital? Data analysis is conducted with confidence interval at 5% significance level, and produced lower and upper bound between 1.26 up to 1.3334.

Based on the results of the analysis, to prove it, the researchers set three categories: (1) the organizational behavior of textile companies in Indonesia does not treat its workers as human capital, (2) textile companies in Indonesia sometimes treat their workers as human capital, and (3) textile companies in Indonesia have treated their workers as human capital. Based on these results, it can be concluded that textile companies in Indonesia tend to occasionally treat their workers as human capital significantly at $\alpha < 0.05$. Thus, companies still do not fully employ workers as assets, but just as laborers. Third research question: Are there any differences in the type of facility given by the company to the textile workers affecting the treatment of this company to them?. It is empirically found that although all companies provide facilities (dormitory, transportation, accommodation, BPJS insurance, etc.), however the organizational behavior condition of textile companies in Indonesia shows that they have not fully treat workers as human capital yet with F Equal to 1.961 is a non-significant at $\alpha > 0.05$. However, if we partially view every type of facilities provided by textile companies, it is evident that textile companies that provide dormitory, transportation, accommodation and health or employment insurance (BPJS Insurance) are proved better in handling workers as human capital than companies that provide other facilities with mean different of 0.22361; it means significant at $\alpha < 0.05$. Thus, although in general the textile companies in Indonesia have not treated their workers as human capital, however, if whole facilities are given to workers covering dormitory, accommodation, transportation, health insurance, employment insurance, and old-age insurance coverage through BPJS Insurance, companies are heading towards to the positive organizational culture.

4 Conclusion

This study highlights three points that conclude the determinants of positive behavior among textile workers in Indonesia which are: First, there is a positive and significant relationship between positive organizational culture with positive organizational behavior in the Indonesian textile company. The more the positive organizational culture of textile companies that perceives workers appropriately (that workers are not as laborers, but the assets of the company), the organizational behavior of textile companies in Indonesia will be more positive and decent. This is in accordance with the theory which states that psychological capital is built with the capacity of positive organizational behavior. Psychological capital is one of the capacities that influence individual behavior to develop which includes: (1) self-efficacy, (2) optimism, (3) hope, and (4) resilience.⁶ Positive organizational behavior is a study and application of positively oriented to the psychological strength and capacity of human resources that can be measured, developed and regulated for performance improvement in today's workplace.¹⁷⁻¹⁸ Various research also found the importance of positive organizational cultures and human resource practices.¹⁹⁻²¹

Secondly, textile companies in Indonesia tend to take care of their workers as human capital significantly at $\alpha < 0.05$. Thus, textile companies in Indonesia have not fully hired workers as assets, but just as laborers. In fact, human capital has a position equal to other resources as a valuable business asset for the sustainability of a company.^{18,22} Therefore, companies will seek ways to assist existing human resources of their workers to overcome challenges in the workforce by emphasizing the importance of positivism and focusing on the strengths of the workers rather than their weaknesses.²⁹

Finally, textile companies in Indonesia that provide dormitory facilities, transportation, accommodation and insurance BPJS are proved better in handling employees as human capital compared with companies that provide other facilities. This is similar with the state that if positive organizational behaviors are applied in the company, employees will be more engaged with their work and produce higher productivity, better service and provide workers opportunities to survive longer.⁸ Work engagement is a positive feeling or state of mind characterized by three behaviors, namely vigor, a

state full of high energy levels and a strong mental in doing the work; dedication, a feeling of significance, enthusiasm, inspiration, pride and challenge and absorption, a picture of behavior that gives full attention to the work in which it is involved.^{1,3,24} The company will have many benefits when it comes to workers who are engaged with their work, since the worker's chances of reaching the individual target beyond the demand will be very likely.³ On the contrary, when the work provided by the worker is not matched with rewards, or situations according to their needs and expectations, the worker starts to be in a condition where he or she is thinking of leaving his current job or called turnover intention.²⁵ Positive organizational behavior is the main construct of psychological capital in cognitive, psychological and emotional will greatly affect one's turnover intention.²³

Acknowledgments: The authors would like to appreciate STT International Harvest for the support to complete this paper.

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