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The Analysis of Economic Attitude, Social Relationship, Employees' Welfare, Work Motivation, and Job Satisfaction toward the Employees of Productive Working Behaviour at Tenun Ikat Centre in East Java

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Abstract: This study aims to analyze the strategy and ability of SMEs in improving human resources and developing a concept of productive behaviour measurement. The purpose of this research is to test antecedents and the mediation of job satisfaction as a contributor to the consequences of employees' productive behaviour. This study places the variables of economic attitude, social relationship, employees' welfare and work motivation as the antecedent variables that play a central role in the improvement of productive behaviour. The research method used is quantitative research with explanatory design aiming at explaining the relationship between research variables through hypothesis testing. The population of this study were all weaving employees in East Java which amounted to 394 people. The number of sample determined is 197 people. The data collection in this study uses questionnaires. Based on SEM (Structural Equation Modelling) data analysis of LISREL application program. The research findings show that (1). Economic attitude affects employees' job satisfaction. (2) Social relationship influences employees' job satisfaction (3) employees' Welfare influences job satisfaction. (4) Work motivation does not have any effect on job satisfaction. (5) The economic attitude affects employees' productive behaviour. (6) Social relationship affects employees' productive behaviour. (7) Welfare does not affect employees' productive behaviour. (8) Work motivation influences employees' productive behaviour. (9) Job satisfaction affects employees' productive behaviour. (10) Economic attitude affects the productive behaviour through job satisfaction. (11) Social relation affects the productive behaviour through employees' job satisfaction. (12) Employees' welfare affects productive behaviour through job satisfaction. (13) Work motivation affects productive behaviour through employees' job satisfaction.

Keywords: Economic Attitude; Social Relationship, Employee' Welfare, Work Motivation; Job satisfaction; Productive Behaviour

I. INTRODUCTION

¹³ Human resources (HR) are people who are ready, willing and able to contribute to the achievement of organizational goals (Moekijat, 2010: 5). HR is the most strategic element in the organization (Siagian, 2009). HR is a very primary element in a company; therefore, every company always strives to have quality human resources because without qualified human resources a company will not run properly. Human resources within a company (the world of work) are required to work effectively and efficiently to enhance the quality and quantity of good work so that the competitiveness of companies is getting bigger (Suhariyadi, 2013).

HR with high work productivity allows for the achievement of goals set by the organization / company. Goals are impossible without the active role of employees (Hasibuan, 2016). Assagaf (2012) states that HR needs to have the skill that is reliable in handling every job because with reliable skill it can directly improve employees' performance. Increased effectiveness, efficiency, and creativity in an organization depend on the willingness of people in the organization to contribute positively in addressing changes. The demand for the preparation of qualified human resources and high competence will be very urgent and very important (Suhariyadi, 2013).

¹⁹ The performance of human resources is one of the key factors in the company to create and have a sustainable competitive advantage (Laniwidyanti, 2010). To achieve good performance, employees are required to demonstrate appropriate behaviour with the company. Humans always have an active and dominant a role in every activity of the organization because humans can become planners, actors and determinants of the realization of organizational goals (Hasibuan, 2016).

²⁰ Zurnali (2011) stated that the demand to improve the quality of reliable products and services will, in fact, drain all resources owned. Meanwhile, to survive, the company must be able to increase productivity. Increased work productivity is only possible by humans (Siagian, 2009). Optimal productivity can be achieved through the handling of the utilization of efficiently and effectively used resources. Therefore, giving attention to the human element is one of the demands in the overall effort to increase work productivity (Siagian, 2009).

In a journal entitled the process of establishing productive behaviour on organizational work culture, (Burgess in Suhariyadi, 2012) it is stated that the increase in productivity can be done by combining the engineering work environment of the company's work with the physical and psychological factors of workers as a variable influence. According to Riggs, et al. in Suhariyadi (2012), productivity improvements must be done through economic-engineering calculations. Even if the human factor is involved in the analysis of research, then the process of analysis aims to put the human as a major factor that contributes to increased productivity. When productivity increases involve humans for research analysis, then what we can see is human behaviour itself.

Human resources as an organization has a variety of needs, which if it is fulfilled, it will provide employees' motivation and productivity. One of the challenges in managing human resources related to the needs of employees is how to create conditions and work environment that can satisfy various needs of employees (Handoko, 2000).

A person tends to work vigorously if satisfaction can be obtained from his job and employee satisfaction is the key driver of morale, discipline, and employees' performance in supporting the realization of corporate

goals (Hasibuan, 2003: 203). High or good job satisfaction will make employees more loyal to the company or organization. Job satisfaction is a pleasant emotional attitude and love to a job (Hasibuan, 2016). Job satisfaction plays an important role in maintaining qualified employees, improving employee' morale and increasing employees' loyalty.

Job-related feelings involve aspects such as wages or salaries received, career development opportunities, relationships with other employees, job placements, occupations, structures rather than firms. In general, employees in a company will be able to work well and maximize their effort in giving their contribution to the company if they have interest and passion for their work. Employees who have high interest and morale will be able to improve the life of the company. With that passion it makes them more productive, thus they will pay more attention to their work. If interest and enthusiasm become an impetus for employees, they are able to produce good work productivity for the company. Employees who work well are expected to improve the overall company's performance that ultimately brings everyone's prosperity along with high productivity. That is why it takes an impetus for employees in organizing activities in a company and that encouragement is called motivation.

Motivation is the reason or the impulse that exists in the human being that causes people to do something. There are many factors that can affect the work motivation of the employees. They are interest, salary, the need or security, interpersonal relationships and opportunities for work and even their own career development. Motivation itself can be a positive stimulus for employees to further mobilize their energy, mind, and ability to realize the company's goals.

The more motivated to work, high job satisfaction will increase the likelihood of achieving productivity. When a person is motivated, he will try to do everything in his power to realize what he wants. Employees who are satisfied with the work earned will be motivated to improve performance so that it will impact on the increase of the company's success. From the above description it shows the relationship between motivation and job satisfaction on employees' productive behaviour.

The importance of human resources in the company is very influential in the production of a company. Therefore, the welfare of human resources in the company must be supported maximally. When the welfare of human resources is met, performance will also increase and it will result in increased production. Welfare is needed by employees in a company, that when the welfare of employees is met it will motivate employees to work and it will eventually affect the level of employees' satisfaction. Job satisfaction of employees can be seen from the level of employees' welfare so the higher the level of employees' welfare, the higher is the employees' job satisfaction. Here, it provides an explanation that employees 'welfare will affect their productive behaviour. The higher the welfare of employees, the more positive the employees' behaviour in the company.

Besides, one's productive behaviour is determined also by economic attitude. Economic attitude is a response or reaction that influences the choice of action according to the mind by considering the advantages and disadvantages in meeting the various needs faced by limited fulfilment tool. Economic attitude refers to how one takes a decision in determining the economic choices that are considered appropriate and proper according to his ability, whereas economic behaviour is the actions and behaviour of a human economy. They can be implemented in acting economically in meeting the needs, life-saving, utilizing right time, working effectively, and prioritizing needs, doing economic action, making choices, taking advantage of opportunities and being rational

II. LITERATUR REVIEW

(A) Economic Attitude

Basri (2015) stated that economic attitude means how far a person feels about good or bad economic behaviour, involving rationality, morality, lifestyle, efficiency in consumptive activities, and effectiveness in productive activities. Economic attitude is a response or reaction that influences the choice of action according to the mind by considering the advantages and disadvantages in meeting the various needs faced by limited fulfilment tools.

Ahern (2011) stated “we study four key economic attitudes: risk aversion, honesty, altruism, and trust”. Economic attitude means how far a person feels about good or bad economic behaviour, involving rationality, morality, lifestyle, efficiency in consumer activities, as well as effectiveness in productive activities. Interest is limited to desire, and not necessarily a decisive factor in economic behaviour. Stages from attitude to interest to behaviour through a process are called as internalization process. The internalization of economic attitudes will result in the determination of attitudes related to value, which further becomes the basis of economic behaviour in the form of economic action.

Economic attitude is a response or reaction that influences the choice of action according to the mind by considering the advantages and disadvantages in meeting the various needs faced by limited fulfilment tool. Economic attitude refers to how a person makes decisions in determining economic choices that are considered appropriate and appropriate in accordance with his abilities.

(B) Social Relations

Gillin and Gillin (1954) in Hidayat (2013) said that social interaction is a dynamic social relationship, which concerns on the relationship between individual people, between human groups, or between individuals and groups of people. Social relations are a process of action in the form of action and reward with the action also in the form of reactions made by someone in contact with others. The notion of social interaction is a dynamic social relationship in relation to the relationships between individuals, between individuals and groups, or between groups and other groups. The process of a person's relationship in making contact and communication with each other affect both in terms of mind or action. This interaction itself is a social process that exists in the environment.

Social relations is a process of action performed by a person in dealing with others concerning the relationship between individuals, between individuals with groups, or between groups with other groups, including occupational relationships formed among fellow employees and occupational relationships between subordinates and superiors.

Social relationship is considered harmonious if each party performs its work in accordance with the function that has been determined by still paying attention to the interests of other related parties (Suhariadi, 2005). Understanding the roles and functions of each party is necessary so that each knows clearly his position. These social relations indicators include (a) social skills, (b) familiarity, (c) being friendly, (d) working together, (e) tolerance in groups

(C) Employees' Welfare

Welfare is a condition in which a person can meet basic needs such as the need for food, clothing, shelter, clean drinking water and the opportunity to continue education and have adequate jobs that can support

the quality of life that leads to equal social status as other fellow citizens. Welfare is an order of life and a person's life in terms of both social material and spiritual aspect accompanied by a sense of salvation, morality and physical and psychological tranquillity so one is able to meet his physical, spiritual and social needs.

Therefore, it can be taken an understanding that what is meant by the level of welfare is a life order and livelihood of a person both social material and spiritual accompanied by a sense of salvation, morality and physical and psychological tranquillity so that one is able meet his physical, spiritual and social needs. The forms and types of welfare that can be given to the employee are salary, wages, benefits and incentives or bonuses. In addition, benefits can be provided in the form of family allowances and health benefits. Employees' welfare indicators are (a) proper salary, (b) health services, (c) bonuses and incentives, (d) old age insurance and (e) protection.

(D) Motivation

Work Motivation is an employee's willingness arises from one's personal encouragement which influences him toward a condition which generates, directs, and maintains the behaviour related to job satisfaction. Motivation is a reason or encouragement to act. People who do not want to act are often called as people with lack of motivation. The reason for this encouragement can come from both outside or inside the individual (Sanny, 2012). Work motivation discussed here is the urge to perform and complete a certain work quickly and excitedly (Indy, 2013). While Mangkunegara (2005) stated: "The motivation is formed from the attitude of employees in facing work situations in the company. Motivation is a condition or energy that moves the targeted employees to achieve the goals of the organization."

According to George and Jones (2005) in Wijanto (2013), work motivation can be defined as a psychological impulse of a person who determines the person's direction of behaviour in the organization, level of effort and persistence or endurance in facing an obstacle or problem (level of persistence) ". Therefore, work motivation can be interpreted as work morale that exists in employees who make employees work hard in achieving certain goals.

Work motivation is the willingness of employees generated by his personal impulse or conditions that influence an individual to generate direct and maintain related behaviour to job satisfaction. Wok motivation indicators are divided into (a) happy work, (b) willingness to work, (c) responsibility, (d) work willingness and (e) high morale.

(E) Job Satisfaction

Simply, job satisfaction can be summed up as what makes people want and enjoy work because they feel happy in doing their work (Gondokusumo, 2015). While Indy (2013) states job satisfaction in question is a positive attitude regarding the healthy adjustment of employees to the conditions and work situations.

Job satisfaction is a general attitude toward a person's work, which shows the difference between the number of awards earned by the worker and the amount they believe they should receive. According to Sierma & Saragih (2010) in Angella (2015), states that job satisfaction is the attitude that employees show towards the work and the work situation they face. According to Sudarwan Darwin (2010) in Angella (2015) job satisfaction is a combination of aspects of economic, psychological, sociological, cultural, self-actualization, appreciation and environmental atmosphere in individual work.

In Robbins's opinion (2015), job satisfaction is one of the common attitudes to one's work referring to the difference between the amount of rewards workers receive and the amount they believe they should receive. According to Luthans (2006), job satisfaction is the result of employees' perceptions of how well their work provides what is considered important. Meanwhile, according to Mathis and Jackson (2006), job satisfaction is an emotional state resulted from one's evaluation on his work experience.

Job satisfaction is a positive attitude regarding the healthy adjustment of employees to work conditions and situations. Robbins (2006) defined job satisfaction as an individual's general attitude toward his work. Job satisfaction is an emotional attitude shown that one feels that his job is fun and the love one shows to his job. Job satisfaction indicators are: (a) work, (b) work award, (c) love work, (d) job performance and (e) employment relationship.

(E) Employees' Productive Behaviour

Productive behaviour according to Suharyadi (2001) reflects two behavioural models, namely effective and efficient behaviour. Effective productive behaviour is employees' behaviour which is oriented to the achievement of organizational goals. The dimension reflecting the effective productive behaviour is behaviour that leads to the achievement of goals by conducting coordination meetings to achieve the objectives and accuracy in problem solving. Meanwhile, the dimension reflecting efficient productive behaviour is the minimal usage behaviour of each resource in its effort to achieve the goal. Chairany and Lestari (2011) defined employees' productive behaviour as someone who contributes to his environment as he is imaginative, and innovative, responsible and responsive in dealing with others.

Productive behaviour is the behaviour of employees which is oriented to efficiently and effectively use the resources in achieving goals (Suhariadi, 2001). If you want to know the definition of productive behaviour, then we must understand the meaning of each word, that is behaviour and productive. Behaviour is an act or activity of human or all human activities. Behaviour is a response or a person's reaction to stimulus or stimuli from the outside. In short, behaviour is a person's psychological reaction to the environment while the notion of productive is the will and efforts shown by human to always improve the quality of life and livelihood in all fields ". Being productive is a willingness of producing something or the activity which lead to the effort in yielding a lot of results. In other words, productive can be interpreted as produce. If both definitions are combined by referring to the work context then the definition of productive behaviour is the behaviour that employees show to bring positive results for the company.

Productive behaviour is a constructive, imaginative, creative action of an individual in an organization that can give a tangible and significant contribution to job satisfaction. The productive behaviour that employees show will to be able to bring positive results for the company. The indicators of productive work behaviour are as follows: (a) innovation, (b) work morale, (c) constructive actions, (d) positive contribution and (e) positive work orientation.

(G) The Relationship among variables in research model

The relationship between latent variables is described in the form of research conceptual model which is developed based on theoretical studies and based on prior research as the basis of the relationship between

the variables in the research. Conceptual model is developed theoretically and empirically. The research conceptual model can be seen in the following figure:

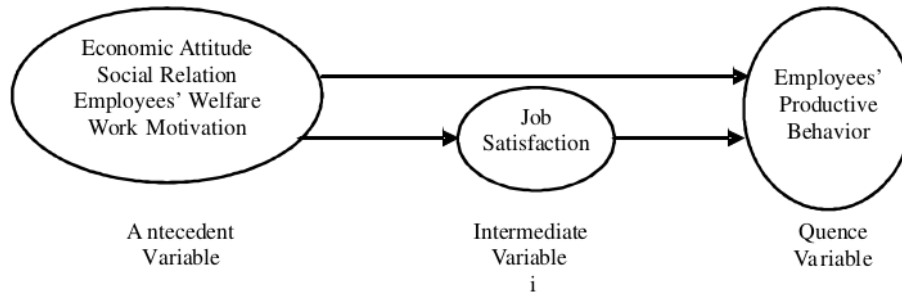


Figure 1: Research conceptual model

The conceptual model reflects the state of each research variable that includes antecedent variables, intermediate variables and consequence variables. Operationally, the research conceptual model can be translated into the following structural model.

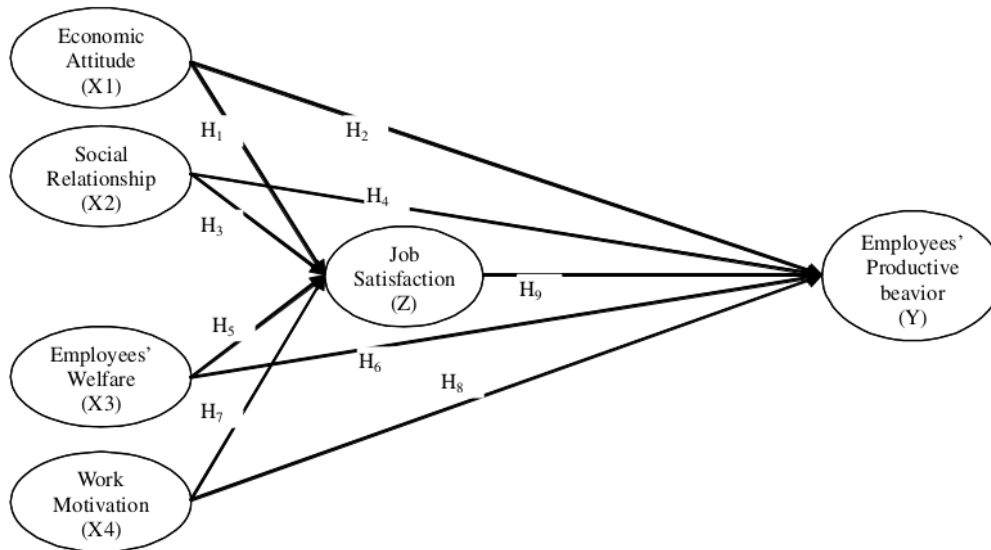


Figure 2: Research structural model

III. RESEARCH METHOD

(A) Research design

The research method used is quantitative research with explanatory design, aiming to explain the relationship between research variables through hypothesis testing. This research is intended to test and analyze the influence of economic attitude on employees' job satisfaction, economic attitude on productive behaviour,

social relationship on job satisfaction, social relationship on productive behaviour, employees' welfare on job satisfaction, prosperity on productive behaviour, work motivation on job satisfaction, productive work behaviour and job satisfaction on employees' productive behaviour at Weaving Centre industry in East Java.

(B) ⁶ Population and Sample

The population in this study is all employees who work on 10 weaving craftsmen of Bandar Kidul, Mojoroto sub district, Kediri amounted to 310 people. The number of population derived from Paradina weaving industry of Parengan Village, of Maduran sub district, Lamongan regency is 48 People while the number of population from Al arif weaving industry of Wedani village of Cerme sub District, Gresik Regency is 36 people. The sample used is 197 employees determined by simple random sampling technique

(C) Research Instruments

The research instrument used to obtain data and measure the variables studied is by using questionnaires. The questionnaire is to express the economic attitude, social relations, welfare, motivation, job satisfaction, and productive behaviour. Questionnaire in this research is arranged by using likert scale. Instruments for each of the research variables are developed from indicators of variables whose development is based on the results of theoretical studies, frameworks and operational definitions which seem adequate in accordance with the context of this research. (1) Economic Attitude Variable (EA) consists of 35 items of questions which has 6 manifests and uses 5 alternative answers of Likert-scale (2) Social Relation variable (SR) consists of 15 items of questions which has 5 manifests and uses 5 alternative answers of Likert-scale. (3) Employee Welfare Variable (EW) consists of 11 items of questions which has 5 manifests and uses 5 alternative answers of Likert-scale. (4) Work Motivation Variable (WM) consists of 15 items of questions which has 5 manifests and uses 5 alternative answers of Likert-scale (5) Employee Satisfaction Variable (ES) consists of 16 items of questions which has 5 manifests and uses 5 alternative answers of Likert-scale. (6) Productive Behaviour Variable (PB) consists of 19 items of questions which has 5 manifests and uses 5 alternative answers of Likert-scale.

(D) Data analysis

The data analysis technique used in this research is Structural Equation Modelling (SEM), combined by analysis technique of factor analysis and regression analysis and its application is done simultaneously. Based on the scheme of relationships between variables it can be seen that there is an intervening variable (Job Satisfaction) which mediates the relationship between exogenous latent variable to final endogenous variable (productive behaviour). For that, the data analysis that can produce magnitude influence of exogenous variable either directly or indirectly is required. To analyze the data with the technique in question, the application program of Linear Structural Relations (LISREL) 8.80 is used.

IV. FINDING AND DISCUSSION

(A) Testing Research Conceptual Model

Testing the research conceptual model was conducted to find out the empirical facts. In the process of testing, the research conceptual model is treated as the initial model, and is explored to determine the

degree of alignment of each manifest to the construct. After the construct or latent variable is determined relationship or influence on other constructs. From the exploration the index of modifications and errors correlation between the covariance known and it is able to improve the model, so the model obtained is empirically tested and has the best alignment. The conceptual model of research can be presented as:

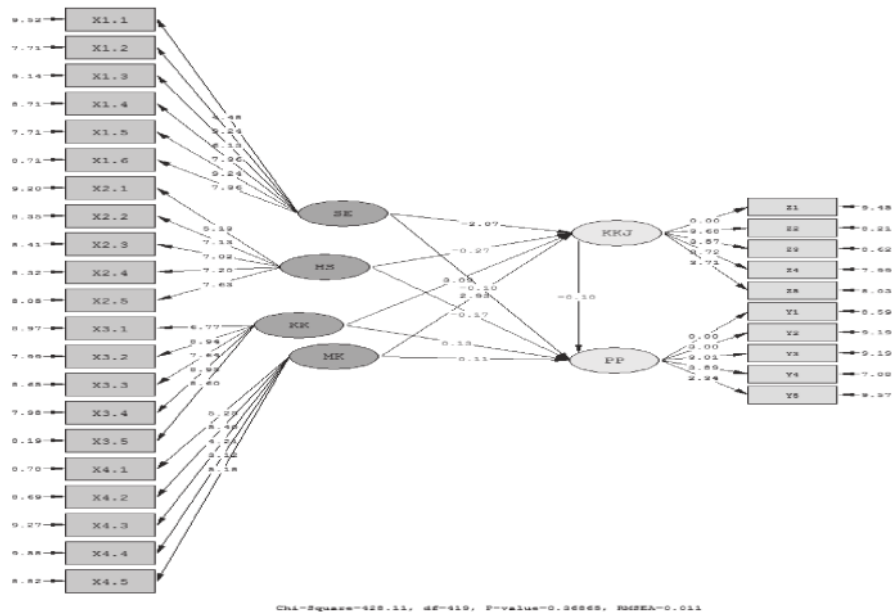


Figure 3: Research Conceptual Model (Initial Model)

The coefficient of magnitude which becomes the requirement of model alignment reveals the fact that almost all of them are not fulfilled. The results of the model alignment test were analyzed using Lisrel statistic application program 8.80. This can be seen in the following table:

Table 1
Alignment test of Research Conceptual Model (initial mode)

Model alignment	Coefficient	Criteria	Conclusion
Chi-Square (χ^2)	428,11	Small (non-significant)	Fulfilled
P-value	0,36865	$\geq 0,05$	Fulfilled
Df	419	—	—
Cmin (χ^2/Df)	1,022	$\leq 2,00$	Fulfilled
RMR (standard)	0,073	$\leq 0,08$	Fulfilled
RMSEA	0,011	$\leq 0,08$	Fulfilled
GFI	0,88	$\geq 0,90$	Not fulfilled
AGFI	0,85	$\geq 0,90$	Not fulfilled
CFI	1,00	$\geq 0,94$	Fulfilled
IFI	1,00	$\geq 0,94$	fulfilled
NNFI	1,00	$\geq 0,94$	fulfilled
AIC (Model)	911,92	Small, relative	Not fulfilled

Source: Data processed

Based on this it can be stated that the initial model as proposed and hypothesized and presented in the conceptual model of empirical research did not fulfil the requirements of the alignment model test. There are two types of alignment tests that do not fulfil the GFI and AGFI whose value is less than 0.90.

(B) The Analysis Result of Model Testing Simulation

From fifteen rounds of simulation of measurement models performed, three modified measurement models are identified to have goodness of fit with large-scale coefficients that meet the criteria as an empirical model of good research findings. The results of the simulation analysis conclude that six variables studied, none were eliminated or should be removed from the model.

1. The First Alternative Model

The first alternative model is determined based on the analysis of the conceptual model used as the initial model, through several simulations. The structural equation model that describes the relationship between the research variables, accompanied by the manifest that constructs them, can be presented as follows:

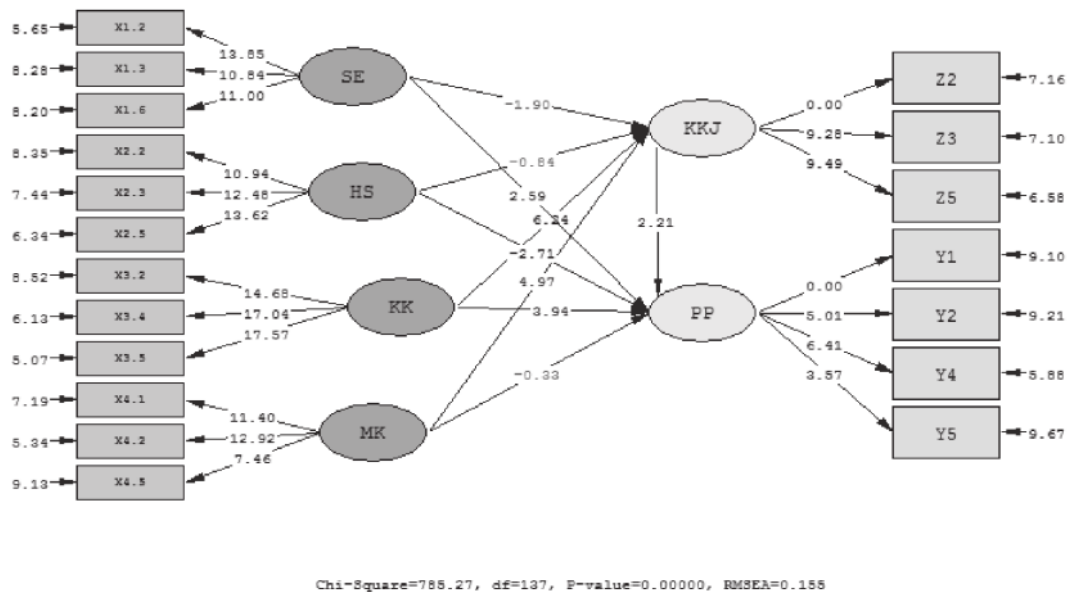


Figure 4: The first alternative Structural equation Model

It appears in the figure above, that the first alternative model has a level of alignment that has not met the requirements in accordance with the criteria of a structural equation model. In addition to the lambda coefficient or loading factor, each manifest construct is valid and the coefficient of structural equation that describes the level of influence of exogenous variables on endogenous variables is also significant. Nevertheless, the model alignment should also be seen from the adequacy of the determinants of the degree of alignment in meeting the criteria, in accordance with the analysis of the structural model. This can be seen in the following table:

Table 2
Alignment Test of the First alternative model

Model alignment	coefficient	Criteria	Conclusion
Chi-Square (χ^2)	785,27	Small (not significant)	Fulfilled
P-value	0,000	$\geq 0,05$	Not Fulfilled
Df	137	—	—
Cmin (χ^2/Df)	5,73	$\leq 2,00$	Fulfilled
RMR (standardized)	0,12	$\leq 0,08$	Fulfilled
RMSEA	0,155	$\leq 0,08$	Fulfilled
GFI	0,70	$\geq 0,90$	Fulfilled
AGFI	0,59	$\geq 0,90$	Not Fulfilled
CFI	0,79	$\geq 0,94$	Fulfilled
IFI	0,79	$\geq 0,94$	Fulfilled
NNFI	0,74	$\geq 0,94$	Fulfilled
AIC (Model)	891,27	Small, relative	Fulfilled

Source: Data processed

It can be seen that in the first alternative model, the three levels of alignment of AGFI (Adjusted Goodness of Fit Index) do not fulfil the criteria, and IFI (Incremental Fit Index), GFI, CFI, NNFI fall into the marginal category, criteria. Other quantities have fulfilled the criteria as required. There are still a large number of alignment models that have not fulfilled the required criteria, suggesting a further simulation analysis, in order to find a better structural model.

2. The second alternative Model

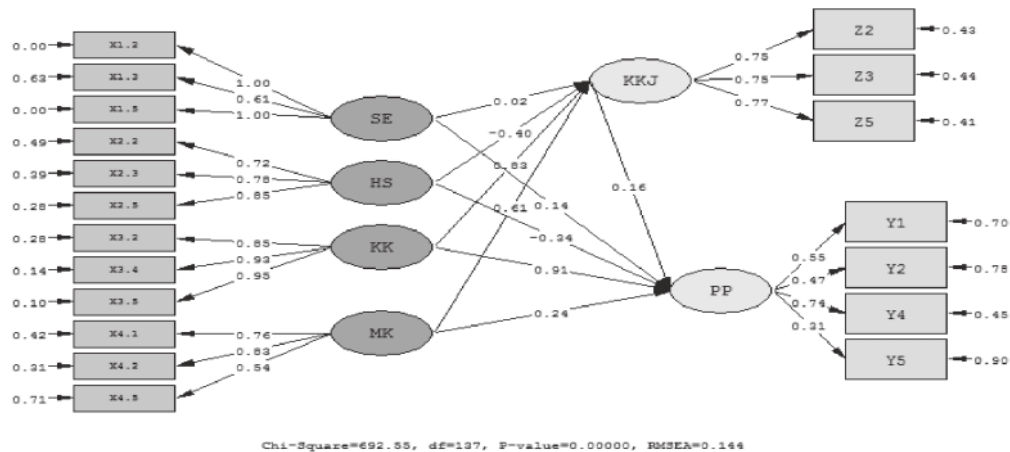


Figure 5: The structural equation of second alternative model

It appears in the figure above, that the second alternative model has a level of alignment that has not fulfilled the requirements in accordance with the criteria of structural equation model. In addition to the lambda coefficient or loading factor, each manifest construct is valid and the coefficient of structural equation that describes the level of influence of exogenous variables on endogenous variables is also

significant. Nevertheless, model alignment should also be seen from the adequacy of the determinants of the degree of alignment in fulfilling the criteria, in accordance with the analysis of the structural model. This can be seen in the following table:

Table 3
Alignment Test of the Second Alternative Model

Model alignment	coefficient	Criteria	Conclusion
Chi-Square (χ^2)	692,55	Small (non-significant)	Fulfilled
P-value	0,000	$\geq 0,05$	Not fulfilled
Df	137	—	—
Cmin (χ^2 /Df)	5,055	$\leq 2,00$	Not fulfilled
RMR (standardized)	0,12	$\leq 0,08$	Not fulfilled
RMSEA	0,144	$\leq 0,08$	Not fulfilled
GFI	0,95	$\geq 0,90$	Fulfilled
AGFI	0,94	$\geq 0,90$	Fulfilled
CFI	0,95	$\geq 0,94$	Fulfilled
IFI	0,96	$\geq 0,94$	Fulfilled
NNFI	0,98	$\geq 0,94$	Fulfilled
AIC (Model)	798.55	Small, relative	Not fulfilled

Source: Data processed

It can be seen that in the first alternative model, three levels of alignment i.e. P-Value, Cmin, RMR (Standardized) and RMSEA fall into the marginal category, since the magnitude is equal to the minimum criterion. Other quantities have fulfilled the criteria as required. Still there are a large number of alignment models that has not fulfilled the criteria as required, suggesting the researcher to do next simulation analysis, to find a better structural model.

3. The third alternative Model

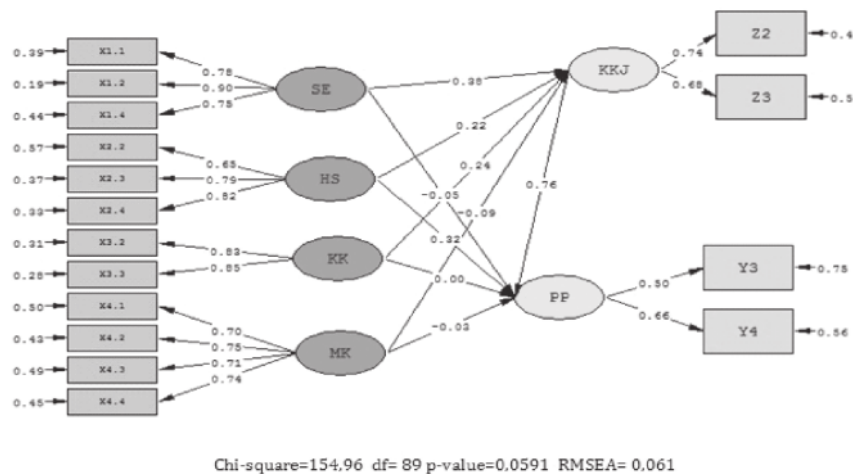


Figure 6: Structural equation model of the third alternative model

It appears in the figure above that the third alternative model has a degree of alignment that fulfils the requirements according to the criteria of a structural equation model. In addition to the lambda coefficient or loading factor, each manifest construct is valid, and the coefficient of structural equation that describes the level of influence of exogenous variables on endogenous variables is also significant. Nevertheless, model alignment should also be seen from the adequacy of the determinants of the degree of alignment in fulfilling the criteria, in accordance with the analysis of the structural model. This can be seen in the following table:

Table 4
Alignment test of the third alternative model

<i>Alignment Model</i>	<i>Coefficient</i>	<i>Criteria</i>	<i>Conclusion</i>
Chi-Square (χ^2)	154,96	Small (non-significant)	fulfilled
P-value	0,0591	$\geq 0,05$	fulfilled
Df	89	—	—
Cmin (χ^2 /Df)	1,741	$\leq 2,00$	fulfilled
RMR (standardized)	0,061	$\leq 0,08$	fulfilled
RMSEA	0,061	$\leq 0,08$	fulfilled
GFI	0,96	$\geq 0,90$	fulfilled
AGFI	0,96	$\geq 0,90$	fulfilled
CFI	0,96	$\geq 0,94$	fulfilled
IFI	0,96	$\geq 0,94$	fulfilled
NNFI	0,95	$\geq 0,94$	fulfilled
AIC (Model)	248.96	Small, relative	fulfilled

It can be seen that in the third alternative model, all levels of alignment fit into the category are fulfilled because the magnitude is more than the minimum criterion limit. Other quantities have fulfilled the criteria as required.

(C) The discussion on structural model latent variable of research finding

1. The Construct of Economic Attitude

As previously explained, based on the conceptual model developed the economic attitude variable (EA) is constructed by 6 (six) manifest variables, including: (1) life sparing (X1.1), (2) rational (X1.2), (3) (X1.3), (4) altruism (X1.4), (5) efficiency in consumptive activities (X1.5), and (6) effectiveness in productive activities (X1.6). Based on the research findings, it was found that there were only 3 manifests of economic attitude that construct the economic attitude namely the second, the third, and the sixth manifest. Those three manifests of economic attitudes can fit the phenomenon in the field.

All the manifest findings of this research were proved by the value of t-value and the lambda value above the cut off of the required to produce valid and convergent conclusions. Similarly, the value of construct reliability and variant extracts produce reliable conclusions. This means that the construct model is in accordance with the theoretical and empirical studies / previous studies.

2. The construct of Social Relationship

Conceptually, the latent variables treated as exogenous variables of economic education in the family are constructed by 5 manifests: (1) social skills (X2.1), (2) familiarity (X2.2), (3) friendliness (X2.3) (4) cooperation (X2.4), and (5) tolerance (X2.5). Based on the research findings, the manifests of social relationship that fit the field phenomenon are familiarity (X2.2), cooperation (X2.4), and (5) tolerance (X2.5).

All the manifest findings of this research were proved by the value of t-value and the lambda value above the cut off of the required to produce valid and convergent conclusions. Similarly, the value of construct reliability and variant extracts produce reliable conclusions. This means that the construct model is in accordance with the theoretical and empirical studies / previous studies.

3. The construct of Employee Welfare

Employee welfare construct is conceptually identified by 5 manifests: (1) salary or wages (X3.1), (2) health services (X3.2), (3) bonuses and incentives (X3.3), (4) retirement guarantee (X3.4), and (5) protection (X3.5). Based on the research findings, the employee welfare manifestations appropriate to the field phenomenon are health services (X3.2), (4) pension or retirement guarantee (X3.4), and (5) protection (X3.5).

All the manifest findings of the study were proved by the value of t-value and the lambda value above the cut off of the required to produce valid and convergent conclusions. Similarly, the value of construct reliability and variant extracts produce reliable conclusions. This means that the construct model is in accordance with the theoretical and empirical studies / previous studies.

4. The construct of Work Motivation

Conceptually, the latent variables that are treated as exogenous variables of work motivation are constructed by 5 indicators: (1) work happiness (X4.1), (2) willingness to work (X4.2), (3) responsibility (X4.3), (4) work willingness (X4.4), and (5) high morale (X4.5). Based on the research findings, the manifest of work motivation that fit the phenomenon in the field is work happiness (X4.1), willingness to work (X4.2) and high morale (X4.5).

All the manifest findings of the study were proved by the value of t-value and the lambda value above the cut off of the required to produce valid and convergent conclusions. Similarly, the value of construct reliability and variant extracts produce reliable conclusions. This means that the construct model is in accordance with the theoretical and empirical studies / previous studies.

5. The construct of Job Satisfaction

The Construct of job satisfaction is conceptually identified with five manifests: (1) work (Z1), (2) work rewards (Z2), (3) work love (Z3), (4) work performance (Z4), and (5) occupational relationship (Z5). Based on the research findings, the manifest of students' economic behaviour according to the field phenomenon are all manifest that construct job satisfaction namely work reward (Z2), work love (Z3), and occupational relationship (Z5).

All the manifest findings of the study were proved by the value of t-value and the lambda value above the cut off of the required to produce valid and convergent conclusions. Similarly, the value of construct

reliability and variant extracts produce reliable conclusions. This means that the construct model is in accordance with the theoretical and empirical studies / previous studies.

6. The construct of Productive Behaviour

The construct of productive behaviour is conceptually identified by five manifests: (1) innovation (Y1), (2) work morale (Y2), (3) constructive action (Y3), (4) positive contribution (Y4), and (5) positive work orientation (Y5). Based on the research findings, the manifest of productive behaviour that fit with the field phenomenon is innovation (Y1), work morale (Y2), positive contribution (Y4), and positive work orientation (Y5).

All the manifest findings of the study were proved by the value of t-value and the lambda value above the cut off of the required to produce valid and convergent conclusions. Similarly, the value of construct reliability and variant extracts produce reliable conclusions. This means that the construct model is in accordance with the theoretical and empirical studies / previous studies.

(D) The Discussion on Hypothesis Testing Results

1. The Effect of economic attitude on employees' job satisfaction at weaving Industry in East Java

Based on the results of research on Bandar weaving employees, it was concluded that the hypothesis 1 which states that economic attitude affects Bandar weaving employees' job satisfaction is accepted. It is shown from the value coefficient on t-value of 3.88 which is bigger compared to t-table of 1.97. The value indicates that the better the employees' economic attitude, the better the employees' job satisfaction. Conversely, if the employees' economic attitude is not good, it will make employees' job satisfaction becomes low.

Job Satisfaction is a (positive) attitude of the workforce to its work, based on the assessment of the work situation can be done on one of its work; the assessment is done as a sense of appreciation in achieving one of the important values in the work.

This research indicates that employees' perspective in economic attitude with indicators of one's life, rational use, economic action, priority scale, altruism, efficiency in consumptive activity and effectiveness in productive activity as reflective of economic attitude can influence improvement of job satisfaction which is manifested the receipt of salaries and bonuses, the work itself, co-workers, promotions and work environments.

This research has an impact for weaving employees' economic attitude at weaving industry in East Java particularly those living in Mojoroto sub district Kediri that is they need to enhance their pattern of thinking to be more creative and innovative. Employees should take careful consideration in spending their income as they need to pay attention in spending their money for something that is really useful.

2. The Effect of social relationship on employees' job satisfaction at weaving Industry in East Java

Based on the results of research on Bandar weaving employees, it was concluded that the hypothesis 2 which states that social relationship affects Bandar weaving employees' job satisfaction is accepted. It is

shown from the value coefficient on t-value of 2.24 which is bigger compared t- table of 1.97. The value indicates that the better the employees' social relationship, the better the employees' job satisfaction. Conversely, if the employees' social relationship is not good, it will make employees' job satisfaction becomes low.

This is in line with the research conducted by Nur Ahmad and Didik Hermawan (2012) stating that communication, guidance and incentive simultaneously have positive and significant effect on employees' job satisfaction. A research conducted by Matalia (2012), stated that working relationship and career development have a significant effect on job satisfaction but leadership does not significantly affect job satisfaction. The implications of this research are the elements of leadership and working relationships need to be improved in order to improve career development while the elements of career development need to be improved in order to improve employees' job satisfaction.

Job Satisfaction is a (positive) attitude of the workforce to his work based on the assessment of the work situation. The assessment of job satisfaction is done as a sense of appreciation in achieving one of the important values in the work.

This research shows that employees' perspective in social relationship with indicators like social skills, familiarity, friendship, collaboration and tolerance as reflected in social relationships can influence the increase in job satisfaction that is reflected in work atmosphere, the reward given due to good work performance, and good relationships in the work environment both to fellow employees and business owners. This research gives an implication regarding the social relationship of employees at weaving industry in East Java that is the employees are required to enhance their pattern of thinking to be more creative and innovative.

3. The Effect of employees' welfare on job satisfaction at weaving Industry in East Java

Based on the results of research on Bandar weaving employees, it was concluded that the hypothesis 3 which states that employees' welfare affects Bandar weaving employees' job satisfaction is accepted. It is shown from the value coefficient on t-value of 2.57 and it is bigger when compared to t-table of 1.97. The value indicates that the better the employees' welfare, the better the employees' job satisfaction. Conversely, if the employees' welfare is not good, it will make employees' job satisfaction becomes low.

According Dhermawan's research (2012), it is stated that Compensation and job satisfaction have a significant effect. The implications of this study are the compensation of employees needs to be improved in order to increase job satisfaction and if employee job satisfaction increases then employee performance will increase. as well and this is in line with a research conducted by Maduka (2014) stating that salary increases through promotion; overtime and payday holidays should be used as a motivational tool.

This study shows that employees' perspective in welfare with indicators of salary, health services, bonuses and intensive, pension guarantees and protection as reflected in employees' welfare can affect job satisfaction enhancement that is reflected in the form of work, work love, work performance improvement, and occupational relationship.

This research has an impact for weaving employees' economic attitude at weaving industry in East Java particularly those living in Mojoroto sub district Kediri that is they need to enhance their pattern of thinking to be more creative and innovative. Employees should take careful consideration in spending their income as they need to pay attention in spending their money for something that is really useful.

4. The Effect of work motivation on job satisfaction at weaving Industry in East Java

Based on the results of research on Bandar weaving employees, it was concluded that the hypothesis 4 which states that work motivation affects Bandar weaving employees' job satisfaction is accepted ¹¹ is shown from the value coefficient on t-value of 2.99 which is bigger compared t- table of 1.97. The value indicates that the better the work motivation, the better the employees' job satisfaction. Conversely, if the employees' work motivation is not good, it will make employees' job satisfaction becomes low.

In accordance to a research by Poniasih (2015), it is stated ² that work motivation has a significant effect on employees' job satisfaction. It is also supported by Brahma sari's research stating that work motivation has a positive and significant effect on employee job satisfaction. In addition, Kusmono (2005) also stated that motivation directly affects job satisfaction.

5. The Effect of economic attitude on employees' productive behaviour at weaving Industry in East Java

¹ Based on the results of research on Bandar weaving employees, it was concluded that the hypothesis 5 which states that economic attitude does not give any significant effect on employees' productive behaviour is accepted. It is shown from the value coefficient on t-value is -0.36 and it is smaller when compared to t-table of 1.97. The value indicates that the better economic attitude, the better the employees' productive behaviour. Conversely, if the employees' economic attitude is not good, it will make employees' productive behaviour becomes low.

6. The effect of social relationship on employees' productive behaviour at weaving Industry in East Java

Based on the results of research on Bandar weaving employees, it was concluded that the hypothesis 6 which states that social relationship affects employees' productive behaviour is accepted. It is shown from the value coefficient on t-value 2.63 and it is bigger when compared to t- table of 1.97. The value indicates that the better social relationship, the better the employees' productive behaviour. Conversely, if the employees' social relationship is not good, it will make employees' productive behaviour becomes low.

Productive behaviour is the behaviour of employees which is oriented to efficiently use the resources and this is also in line with the orientation of effectiveness in achieving goals (Suhariadi, 2001). If you want to know the definition of productive behaviour, then we must understand the meaning of each word, that is behaviour and productive. Behaviour is an act or activity of human or all human activities. Behaviour is a response or a person's reaction to stimulus or stimuli from the outside. In short, behaviour is a person's psychological reaction to the environment while the notion of productive is the will and efforts shown by human to always improve the quality of life and livelihood in all fields ". Being productive is a willingness of producing something or the activity which lead to the effort in yielding a lot of results. In other words, productive can be interpreted as produce. If both definitions are combined with the work context then the definition of productive behaviour is the behaviour that employees show to bring positive results for the company.

This research shows that employees' perspective in social relationship with indicators like social skills, familiarity, friendship, collaboration and tolerance as reflected in social relationships can influence the increase in job satisfaction that is reflected in work atmosphere, the reward given due to good work

performance, and good relationships in the work environment both to fellow employees and business owners. This research gives an implication regarding the social relationship of employees at weaving industry in East Java that is the employees are required to enhance their pattern of thinking to be more creative and innovative because a change of employees' behaviour is able to give new innovation in work as a weaver as workers will have good moral in work indicated by good deed and good behaviour shown to fellow employees and consumers. Moreover, they will show more constructive action and have a positive contribution to the work.

7. The effect of welfare on employees' productive behaviour at weaving Industry in East Java

Based on the SEM results, hypothesis testing on hypothesis which states that welfare has no significant influence on productive behaviour of employees Tenun Ikat in East Java accepted, it is shown from the value of coefficient on t-value 0.02 and compared with the value of t table is 1,97 is smaller. The value indicates that the better the welfare by employees, the less productive behaviour shown by employees. Conversely, if the welfare of employees is less / not good, it will make productive behaviour rises.

According to Sumarti's research (2012), compensation variable significantly influence productive behaviour because if the compensation given is adequate then the motivation also increases and it will also increase productive behaviour.

8. The effect work motivation on employees' productive behaviour at weaving Industry in East Java

Based on the results of research on Bandar weaving employees, it was concluded that the hypothesis 8 which states that which states that welfare has no significant influence on productive behaviour of employees Tenun Ikat in East Java accepted is accepted. It is shown from the value coefficient on t-value of 2.26 and it is bigger when compared to t-table of 1.97. The value indicates that the better employees' work motivation, the better the employees' productive behaviour. Conversely, if the employees' work motivation is not good, it will make employees' productive behaviour becomes low.

This research supports Adiwinata's research (2014), stating that work motivation has positive and significant effect to work productivity of employees. Therefore, to improve employees' work productivity, manager can give bonus and promotion so employees get more motivation work. This is in line with a research by Sumarti (2012) stating that motivation significantly influences productive behaviour.

9. The Effect of job satisfaction on employees' productive behaviour at weaving Industry in East Java

Based on the results of research on Bandar weaving employees, it was concluded that the hypothesis 9 which states that which states that job satisfaction affects employees' productive behaviour is accepted. It is shown from the value coefficient on t-value of 3.64 and it is bigger when compared to t-table of 1.97. The value indicates that the better job satisfaction, the better the employees' productive behaviour. Conversely, if the employees' job satisfaction is not good, it will make employees' productive behaviour becomes low

This study supports the research conducted by Prasetyo, Edhi and M. Wahyuddin (2003), stating that job satisfaction has a positive and significant effect on work productivity of employees. The result of this research also supports a research by (Widodo & Sami'an, 2013), (Prasetyo & Wahyuddin, 2003) and (Koesmono, 2005).

This is in accordance with the theory stating that job satisfaction as an attitude that describes how a person feels about his work as a whole and to various aspects of his work. This shows that job satisfaction is how much a person likes or dislikes his job and is closely related to various aspects of his job such as salary and bonus receipts work it, co-workers, promotions and work environments. That job satisfaction is an important factor because job satisfaction will have an impact on one's work productivity.

10. The effect of economic attitude toward productive behaviour through employees' job satisfaction at weaving industry in East Java

Based on the results of the research regarding Bandar weaving employees it is concluded that hypothesis 10 which states economic attitude has a significant influence on productive behaviour through employees' job satisfaction is accepted. This is shown from the value coefficient on t-value of 3.76 which is bigger when compared to t-table of 1.97. The value indicates that the better employees' economic attitude intermediated by job satisfaction, the better the productive behaviour of the employee. Conversely, if the economic attitudes are less intermediated by job satisfaction, it will result in lower productive behaviour of employees. This means the efforts to increase employees' productive behaviour will be successful if the employee's economic attitude is good and it is also accompanied by high employees' satisfaction. In other words, if the owners of weaving company in East Java want to improve employees' productive behaviour, they must first attempt to shape the economic attitude to employees and also must increase employees' satisfaction as well. This research supports research results conducted by (Prasetyo & Wahyuddin, 2003), (Almigo, 2004) and (Prasetyo & Wahyuddin, 2003).

With regard to the fact that the level of employees' satisfaction will affect the behaviour of employees or to their work, employees try to follow the job regularly, work hard, and intend to stay in the company for a long time. Satisfaction in work can lead to productive work behaviour, employees who love work will work more productively, and employees will display their work well too. Companies with employees who have high job satisfaction will tend to be more effective and productive than those who feel unsatisfied with their work.

Understanding the things that encourage the emergence of productive work behaviour, the ability of the managers of the company in terms of creating the factors mentioned above, has a very strong implication to employees' productive work behaviour. Changes and improvements in the role of human resources functions are essential to support organizational success.

11. The Influence of social relationship to productive behaviour through employees' job satisfaction at weaving industry in East Java.

Based on the results of the research regarding Bandar weaving employees it is concluded that hypothesis 11 which states social relationship has a significant influence on productive behaviour through employees' job satisfaction is accepted. This is shown from the value coefficient on t-value of 2.94 which is bigger when compared to t-table of 1.97. The value indicates that the better employees' social relationship intermediated by job satisfaction, the better the productive behaviour of the employee. Conversely, if employees' social relationship is less intermediated by job satisfaction, it will result in lower productive behaviour of employees. This means that efforts to increase employees' productive behaviour will be

successful if the employees' social relationship is good and it is accompanied by high employees' satisfaction. In other words, it means that if the owners of companies in weaving industry in East Java want to improve employees' productive behaviour; they must first attempt to form social relationship to employees and also must increase employees' satisfaction as well. This research supports researches conducted by (Prasetyo & Wahyuddin, 2003), (Almigo, 2004) and (Prasetyo & Wahyuddin, 2003).

With regard to the fact that the level of employees' satisfaction will affect the behaviour of employees or to their work, employees try to follow the job regularly, work hard, and intend to stay in the company for a long time. Satisfaction in work can lead to productive work behaviour, employees who love work will work more productively, and employees will display their work well too. Companies with employees who have high job satisfaction will tend to be more effective and productive than those who feel unsatisfied with their work.

Understanding the things that encourage the emergence of productive work behaviour, the ability of the managers of the company in terms of creating the factors mentioned above, has a very strong implication to employees' productive work behaviour. Changes and improvements in the role of human resources functions are essential to support organizational success.

12. The Effect of employees' welfare on productive behaviour through employees' job satisfaction at weaving industry in East Java.

Based on the results of the research regarding Bandar weaving employees it is concluded that hypothesis 12 which states employees' welfare has a significant influence on productive behaviour through employees' job satisfaction is accepted. This is shown from the value coefficient on t-value of 3.11 which is bigger when compared to t-table of 1.97. The value indicates that the better employees' welfare intermediated by job satisfaction, the better the productive behaviour of the employee. Conversely, if employees' welfare is less intermediated by job satisfaction, it will result in lower productive behaviour of employees. This means that efforts to increase employees' productive behaviour will be successful if the employees' welfare is good and it is accompanied by high employees' satisfaction. In other words, it means that if the owners of companies in weaving industry in East Java want to improve employees' productive behaviour; they must first attempt to form social relationship to employees and also must increase employees' satisfaction as well. This research supports researches conducted by (Prasetyo & Wahyuddin, 2003), (Almigo, 2004) and (Prasetyo & Wahyuddin, 2003).

With regard to the fact that the level of employees' satisfaction will affect the behaviour of employees or to their work, employees try to follow the job regularly, work hard, and intend to stay in the company for a long time. Satisfaction in work can lead to productive work behaviour, employees who love work will work more productively, and employees will display their work well too. Companies with employees who have high job satisfaction will tend to be more effective and productive than those who feel unsatisfied with their work.

Understanding the things that encourage the emergence of productive work behaviour, the ability of the managers of the company in terms of creating the factors mentioned above, has a very strong implication to employees' productive work behaviour. Changes and improvements in the role of human resources functions are essential to support organizational success.

13. Effect of work motivation on productive behaviour through employees' job satisfaction at weaving industry in East Java.

Based on the results of the research regarding Bandar weaving employees it is concluded that hypothesis 13 which states employees' work motivation has a significant influence on productive behaviour through employees' job satisfaction is accepted. This is shown from the value coefficient on t-value of 2.33 which is bigger when compared to t-table of 1.97. The value indicates that the better employees' work motivation intermediated by job satisfaction, the better the productive behaviour of the employee. Conversely, if employees' work motivation is less intermediated by job satisfaction, it will result in lower productive behaviour of employees. This means that efforts to increase employees' productive behaviour will be successful if the employees' welfare is good and it is accompanied by high employees' satisfaction. In other words, it means that if the owners of companies in weaving industry in East Java want to improve employees' productive behaviour; they must first attempt to form social relationship to employees and also must increase employees' satisfaction as well. This research supports researches conducted by (Prasetyo & Wahyuddin, 2003), (Almigo, 2004) and (Prasetyo & Wahyuddin, 2003).

With regard to the fact that the level of employees' satisfaction will affect the behaviour of employees or to their work, employees try to follow the job regularly, work hard, and intend to stay in the company for a long time. Satisfaction in work can lead to productive work behaviour, employees who love work will work more productively, and employees will display their work well too. Companies with employees who have high job satisfaction will tend to be more effective and productive than those who feel unsatisfied with their work.

Understanding the things that encourage the emergence of productive work behaviour, the ability of the managers of the company in terms of creating the factors mentioned above, has a very strong implication to employees' productive work behaviour. Changes and improvements in the role of human resources functions are essential to support organizational success.

V. CONCLUSIONS

The results of the analysis and discussion that have been done in the previous section give some conclusions as follow (1). Economic attitude affects employees' job satisfaction. (2) Social relationship affects employees' job satisfaction (3) Welfare affects job satisfaction. (4) Work motivation does not affect job satisfaction. (5) The economic attitude affects employees' productive behaviour. (6) Social relationships affect employees' productive behaviour. (7) Welfare does not affect employees' productive behaviour. (8) Work motivation affects employees' productive behaviour. (9) Job satisfaction affects employees' productive behaviour. (10) Economic attitude affects productive behaviour through job satisfaction. (11) Social relationship affects the productive behaviour through employee job satisfaction. (12) Employees' welfare affects productive behaviour through job satisfaction. (13) Work motivation affects productive behaviour through employees' job satisfaction.

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