

The Factors That Affect Working Strike Action

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ABSTRACT

This study aims to analyze factors that affect working strike action. Population in this study is employees or factory workers from any sectors in Jabodetabek region. Samples in this study are 256 persons that are randomly taken by using sampling random technique. Data gathering technique uses questionnaires that are already validated by experts and field trial test. Study questionnaires are divided into two types, online through Google form (<https://goo.gl/forms/74VA5bV2upXfu2uh2>) and hardcopy (physic as the form) that are distributed manually. Data process uses SPS 24.0 application. The result shows factors that affect the working strike action are categorized into 6 factors, like social solidarity factor, working environment factor, technology and occupational risk factor, personal factor, bond factor, and freedom of rights factor.

Keywords: Working strike action, workers, industry

INTRODUCTION

The strength of an industry is originally from industry workers that actively participate as the perpetrator and development goals that are already set in Indonesia Republic Constitution No. 13 Year 2003. ^[11] Therefore, each workers deserve for accepting a fair wage and treatment in working relationship accordance to Constitution 1945, Article 28 D Act 2. ^[1] On the other side, each industry or organization wants a huge profit so company can reduce production cost, improve marketing, improve performance productivity and many more. ^[8,10] The difference of this interest causes one of the party feels disadvantaged so there will be a dispute among industry relationship. ^[3] The dispute about rights, ^[1] dispute about interest, ^[10] dispute about working contract termination, ^[9] and dispute about labor unions in one or different companies so there is a working strike action. ^[3]

Every 1st of May is a national labor day commemoration in Indonesia. On this

occasion most workers held demonstrations to commemorate labor day and at the same time expressed their aspirations to fight for their rights. ^[6] The working strike action is the final act of the workers who can force the industry to accept welfare demands or additional wages for work so that the industry gets the benefits. ^[6,10]

It will not happen if there is no cause. It is known to many variables triggers the strike action which are humanitarian values, social, cultural, welfare, wages, level of satisfaction, motivation, emotional commitment, cognitive, interests, experience, perception, security, state of the workplace, attitude towards work, partnership, co-workers, solidarity, social support, the opportunity cost of strikes, work stress, conflict, communication, technology. ^[1-10] Besides that, Artana ^[1] adds points on some rights such as the right to be free of forced labor, freedom of religion, freedom of association and the right to argue.

The number of variables that affect the strike makes some companies find it difficult to overcome it. Therefore, this study wants to clarify the factors that affect the strike action so that it can be a reference to overcome the existing problems. Grouping variable into several factors using factor analysis.

MATERIALS & METHODS

This study uses SPSS 24.0 program to do factor analysis. The population in this study is employees or factory workers from any sectors (textile industry, food processing industry, leather goods industry, wood management industry, paper management industry, rubber management

industry, automotive industry, chemical and pharmaceutical industry, non-metallic mineral products industry, metal processing industry, tools industry, mining industry, tourism industry, and other industries) in Jabodetabek (Jakarta, Bogor, Depok, Tangerang, Bekasi) region. Samples in this study are 256 persons that are randomly taken by using random sampling technique. Data gathering technique uses questionnaires that are already validated by an expert and field trial test. The questionnaires are divided into two types, online as Google form (<https://goo.gl/forms/74VA5bV2upXfu2uh2>) and hardcopy (physic form) that are distributed manually.

RESULT AND DISCUSSION

1. Respondent Characteristic

Table 1. Respondent Characteristic

Gender		Male		Female		Total	
Age	< 20 years old	-	-	-	-	-	-
	20 – 30 years old	90	35,2%	64	25%	154	60,2%
	31 – 40 years old	19	7,4%	40	15,6%	59	23%
	41 – 50 years old	28	10,9%	2	0,8%	30	11,7%
	> 50 years old	13	5,1%	-	-	13	5,1%
Total		150	58,6%	106	41,4%	256	100%
Industry	Textiles	20	7,8%	21	8,2%	41	16%
	Food Processing	10	3,9%	12	4,7%	22	8,6%
	Leather Goods	4	1,6%	3	1,2%	7	2,7%
	Wood management	4	1,6%	5	2%	9	3,5%
	Paper Management	3	1%	3	1,2%	6	2,3%
	Rubber Management	4	1,6%	4	1,6%	8	3,1%
	Automotive	53	20,7%	25	9,8%	78	30,5%
	Chemical and Pharmaceutical	7	2,7%	4	1,6%	11	4,3%
	Non-Metallic Mineral Products	2	0,8%	6	2,3%	8	3,1%
	Metal processing	4	1,6%	2	0,8%	6	2,3%
	Tools	6	2%	3	1,2%	9	3,5%
	Mining	2	0,8%	5	2%	7	2,7%
	Tourism	5	2%	5	2%	10	3,9%
	Others	26	10,2%	8	3,1%	34	13,3%
Total		150	58,6%	106	41,4%	256	100%
Working Experiences	< 5 years	53	20,7%	34	13,3%	87	34%
	5 – 10 years	48	18,8%	50	19,5%	98	38,3%
	11 – 15 years	34	13,3%	20	7,8%	54	21,1%
	16 – 20 years	10	3,9%	2	0,8%	12	4,7%
	> 20 years	5	2%	-	-	5	2%
Total		150	58,6%	106	41,4%	256	100%
Ever participate in working strike action?	Yes	54	36%	38	35,8%	92	35,9%
	No	96	64%	68	64,2%	164	64,1%
Total		150	58,6%	106	41,4%	256	100%

2. Working Strike Action Factor Analysis

This process is consisted from several steps that are must be followed to gain a maximum result. The steps are:

Table 2. KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,749
Bartlett's Test of Sphericity	Approx. Chi-Square	7410,590
	df	406
	Sig.	,000

Source : SPSS 24.0 output result

On table 2(KMO and Bartlett's test) above, explains the total samples, whether the samples are adequate or not. The adequacy of the samples based on the result from KMO MSA > 0,5, so the sample is stated adequate. However, if KMO MSA score < 0,5, the samples will be stated inadequate and needed to be added. In table

1, it is seen the scores of KMO MSA is 0,749. Because score of 0,749 > 0,5, this shows an adequacy from the samples. KMO and Bartlett's test score (that appears in chi-square score) about 7410,590 with significance score is 0.000. This shows there is a correlation between variables and it deserves to be further processed.

Furthermore, to determine which variable can be further processed and which are issued are shown in Table Anti-image matrices with the requirements of the MSA value of each variable magnitude > 0.5 then all variables can be processed further. Anti-image value matrices can be seen in the following table:

Table 3. Anti-Image Analysis and Extraction of Data Variable

	Anti-Image	Initial	Extraction
Humanity Values	,802	1,000	,875
Social Values	,851	1,000	,824
Culture values	,795	1,000	,789
Welfare values	,776	1,000	,909
Wage level	,779	1,000	,836
Satisfaction rate	,836	1,000	,842
Motivation	,585	1,000	,776
Emotional	,805	1,000	,670
Commitment	,681	1,000	,804
Cognitive	,847	1,000	,720
Interest	,628	1,000	,735
Experiences	,815	1,000	,625
Perception	,767	1,000	,817
Sense of security	,746	1,000	,649
Workplace situation	,787	1,000	,861
Attitude toward work	,836	1,000	,748
Partnership	,702	1,000	,761
Co-workers	,854	1,000	,902
Solidarity	,639	1,000	,756
Social Support	,797	1,000	,772
Working Strike Opportunity Cost	,654	1,000	,574
Job stress	,755	1,000	,771
Conflict	,702	1,000	,761
Communication	,634	1,000	,773
technology	,636	1,000	,768
Forced Labor Free Rights	,533	1,000	,678
Free Religious Rights	,609	1,000	,761
Free association rights	,564	1,000	,838
Free rights of making opinion	,605	1,000	,716

Source : SPSS 24.0 output result

In table 3(Anti-image) above, it is known that humanity values are 0,802, Social values 0,851, Culture values 0,795, Welfare 0,776, wage level 0,779, satisfaction rate 0,836, motivation 0,585, emotional 0,805, commitment 0,681, cognitive 0,847, interest 0,628, experiences 0,815, perception 0,767, sense of security

0,746, workplace situation 0,787, attitude toward work 0,836, partnership 0,702, co-workers 0,854, solidarity 0,639, social support 0,797, working strike opportunity cost 0,654, job stress 0,755, conflict 0,702, communication 0,634, technology 0,636, forced labor free rights 0,533, free religion rights 0,609, free association rights 0,564, dan free rights of making opinion 0,605. Each MSA variables score is > 0.5 so all variables can be processed further.

In table 3 (Extraction) it is known that the humanity values are 0.875, meaning that 87.5% of the variance of the variables of humanity values is explained by the factors formed. Social values are 0.824, meaning that 82,4% of the variance of the variables of social values is explained by the factors formed. Cultural values are 0.789, meaning that 78.9% of the variance of the variable cultural values is explained by the factors formed. Welfare 0.909, meaning that 90.9% of the variance of the welfare variable is explained by the factors formed. Wage rate 0.836, meaning 83.6% of the variance of the wage level variable is explained by the factors formed. Satisfaction rate 0.842, meaning that 84.2% of the variance of the satisfaction level variable is explained by the factors formed. Motivation of 0.776, meaning that 77.6% of the variance of the motivation variable is explained by the factors formed. Emotional 0.670, meaning 67% of the variance of the emotional variable is explained by the factors formed. Commitment 0.804, meaning that 80.4% of the variance of the commitment variable is explained by the factors formed. Cognitive 0.720, meaning 72% of the variance of the cognitive variable is explained by the factors formed. Interest of 0.735, which means that 73.5% of the variance of the variable interest is explained by the factors formed. Experience 0.625, meaning 62.5% of the variance of the experience variable is explained by the factors formed. Perception 0.817, meaning that 81.7% of the variance of the perception variable is explained by the factors formed. Sense of safety feeling is 0.649, meaning

that 64.9% of the variance of the security variable is explained by the factors formed. The workplace situation is 0.861, meaning that 86.1% of the variance of the workplace state variable is explained by the factors formed. The attitude towards work is 0.748, meaning that 74.8% of the variance of the attitude variable is explained by the factors formed. The partnership relationship is 0.761, meaning that 76.1% of the variance of the partnership relationship variable is explained by the factors formed. Coworker 0.902, meaning that 90.2% of the variance of the co-worker variable is explained by the factors formed. Solidarity is 0.756, meaning that 75.6% of the variance of the solidarity variable is explained by the factors formed. Social support 0.772, meaning that 77.2% of the variance of the social support variable is explained by the factors formed. The opportunity cost of strike is 0.574, meaning that 57.4% of the variance of the variable opportunity cost strike is explained by the factors formed.

Job stress is 0.771, meaning that 77.1% of the variance of the job stress variable is explained by the factors formed. Conflict 0.761, meaning that 76.1% of the variance of the conflict variable is explained by the factors formed. Communication 0.773, meaning 77.3% of the variance of the communication variable is explained by the factors formed. Technology 0.768, meaning that 76.8% of the variance of the technology variable is explained by the factors formed. The right to free forced labor is 0.678, meaning that 67.8% of the variance of the free labor rights variable is explained by the factors formed. Religious freedom is 0.761, meaning that 76.1% of the variance of the religious freedom-free variable is explained by the factors formed. Association rights 0.838, meaning 83.8% of the variance of the association right variable is explained by the factors formed. And the right of opinion is 0.716, meaning that 71.6% of the variance of the right of opinion variable is explained by the factors formed.

Table 4. Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	9,273	31,977	31,977	9,273	31,977	31,977	5,738	19,786	19,786
2	4,315	14,880	46,858	4,315	14,880	46,858	4,846	16,711	36,496
3	3,368	11,614	58,472	3,368	11,614	58,472	3,741	12,899	49,395
4	2,515	8,672	67,144	2,515	8,672	67,144	3,438	11,855	61,251
5	1,656	5,709	72,853	1,656	5,709	72,853	2,351	8,108	69,358
6	1,186	4,091	76,944	1,186	4,091	76,944	2,200	7,586	76,944
7	,930	3,209	80,153						
8	,798	2,750	82,903						
9	,724	2,497	85,401						
10	,569	1,963	87,363						
11	,523	1,803	89,166						
12	,452	1,559	90,725						
13	,395	1,363	92,088						
14	,342	1,179	93,267						
15	,306	1,057	94,323						
16	,246	,850	95,173						
17	,229	,788	95,961						
18	,214	,737	96,698						
19	,208	,717	97,415						
20	,151	,520	97,935						
21	,127	,437	98,371						
22	,102	,353	98,724						
23	,084	,290	99,014						
24	,073	,251	99,265						
25	,069	,238	99,503						
26	,049	,171	99,674						
27	,042	,145	99,819						
28	,035	,119	99,938						
29	,018	,062	100,000						

Source : SPSS 24.0 output result

In Table 4, Total Variance Explained above shows that there are 6 factors that are formed from 29 existing variables with each eigenvalues factor > 1. The eigenvalue values describe the relative importance of each factor in calculating the variance of the 29 variables that are being analysed. Factor 1 eigenvalues is 9,273 (9,273 / 29 x 100% = 31,98%), Factor 2 eigenvalues is 4,315 (4,315 / 29 x 100% = 14,88%), Factor 3 eigenvalues is 3,368 (3,368 / 29 x 100% = 11.61%), Factor 4 eigenvalues of 2.515 (2.515 / 29 x 100 = 8.67%), Factor 5 eigenvalues of 1.656 (1.656 / 29 x 100 = 5.71%), Factor 6 eigenvalues of 1.186 (1,186 / 29 X 100 = 4.09%). The total variance of the 29 variables are extracted into 4 factors were: 31.98% + 14.88% + 11.61% + 8.67% + 5.71% + 4.09% = 76.94%. That is, the magnitude of the variance that can be explained by the new factors formed is

76.94% while 23.06% is explained by other factors not examined yet. For more details, it can be seen in the following diagram (scree plot).

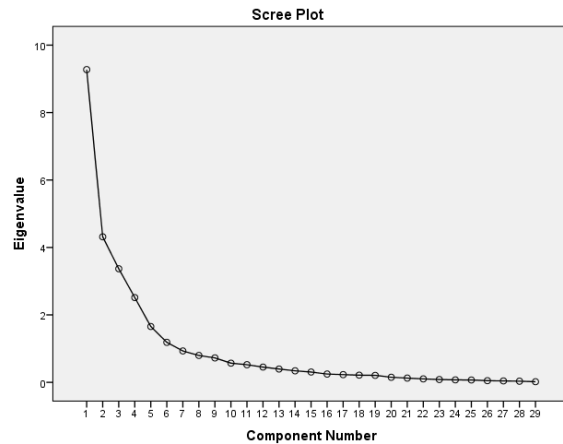


Figure 1. Factors forming that affect working strike action

Next, make the variables into group with highest correlation from any factors that are can be seen from below table.

Table 5. Rotated Component Matrix

	Component					
	1	2	3	4	5	6
Humanity Values	,827	,265	,060	,291	-,162	,077
Social Values	,731	,430	-,011	,082	,242	-,199
Culture values	,572	,642	,012	-,069	,209	,014
Welfare values	,772	,526	,138	-,079	-,075	-,073
Wage level	,752	,416	,275	-,088	,074	-,089
Satisfaction rate	,828	,267	,048	,284	,038	-,038
Motivation	,294	-,324	-,085	,753	-,103	,024
Emotional	,075	,448	,024	,049	,655	,177
Commitment	,571	-,162	,276	,296	,536	-,033
Cognitive	,450	-,046	,062	,604	,381	,018
Interest	,172	,138	,007	,805	,042	,193
Experiences	,616	,300	,293	,161	,208	,021
Perception	,224	,620	,330	,334	,350	-,198
Sense of security	,323	,047	,009	,621	-,103	,382
Workplace situation	,233	,870	-,099	,117	,099	,127
Attitude toward work	,459	,456	-,044	,241	,419	,307
Partnership	,815	-,169	-,027	,154	,035	,206
Co-workers	,173	,924	,046	-,092	,083	,025
Solidarity	-,010	,273	,093	-,258	,778	,029
Social Support	,247	,773	,097	-,083	,285	-,126
Working Strike Opportunity Cost	-,046	-,518	,426	,027	,334	-,104
Job stress	,175	,059	,852	-,101	-,013	,035
Conflict	,198	,011	,835	-,022	,155	,019
Communication	,062	-,054	,863	,092	,059	-,095
technology	-,120	,078	,674	,492	-,113	,194
Forced Labor Free Rights	-,065	-,009	-,284	,364	-,063	,676
Free Religious Rights	-,188	,126	,421	,635	-,142	,330
Free association rights	,007	-,033	,123	,271	,094	,860
Free rights of making opinion	,096	,099	,498	-,075	,308	,590

Source : SPSS 24.0 output result

Table 5 (Rotated Component matrix) shows the factor loading value of each

variable. Loading factor is the amount of correlation between factors formed with

these variables. To be more clear, can be seen in table 6 (component transformation matrix) which explains the rotation value of the formed factor.

Table 6. Component Transformation Matrix

Component	1	2	3	4	5	6
1	,701	,544	,254	,259	,271	,089
2	,009	-,515	,361	,669	-,095	,383
3	-,223	-,040	,854	-,357	,254	-,168
4	-,595	,523	-,025	,131	,201	,561
5	,080	-,379	-,270	-,106	,863	,142
6	,315	-,140	,050	-,574	-,260	,694

After it is marked in table 5 (Rotated Component matrix) and it is being rotated so there is 6 factors, for the next step, is naming those factors. This naming process depends on the researcher and it can represent the variables as follows:

1. Factor 1 is consisted of humanity values, social values, welfare, wage rate, satisfaction rate, commitment, experiences, attitude towards work, and partnership which is named as Social Solidarity Factor
2. Factor 2 is consisted of culture values, perception, workplace situation, coworker, and social support which is named as Working Environment Factor
3. Factor 3 is consisted of working strike opportunity cost, job stress, conflict, communication, and technology, which is named as Technology and Work Risk Factor.
4. Factor 4 is consisted of motivation, cognitive, interest, sense of security, and free religion rights, which is named as Personal Factor.
5. Factor 5 is consisted of emotional and solidarity which is named as Bonding Factor.
6. Factor 6 is consisted of forced labor free rights, right of free association, and free rights of speech which is named as Freedom Rights Factor.

CONCLUSION

Factors affecting the strike of factory workers or industrial employees in various sectors are known to have 6 factors consisting of 29 variables. The factor of

social solidarity is a factor of community / trade union relations that upholds human values with a high social sense to achieve common prosperity. Work environment factors are situations and conditions that affect the work atmosphere both internally and externally. Risk factors and technology is the impact of the work done and to contribute as a reminder or as a threat. Personal factors are attitude, character, and behavior of individuals in performing work activities. Bonding factor is a relationship that is fostered and developed over time. And the freedom rights factor is an independent / free feeling without coercion, punishment, or pressure.

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