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## The impact of labor union, compensation, labor solidarity, and social support on the welfare of women workers: Indonesia case study

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### Abstract

This research aims to analyze the influence of labor union, compensation, worker solidarity and social support, on the welfare of women workers. This is an explanatory research. Samples were using 186 women workers who participated in the International Labor Day in 2015 in Semarang, Indonesia. Samples were taken by an convenience sampling. Data were collected using questionnaires. The research used likert scale as measurement scale, and data were then analyzed using the average score, simple linear regression, and linear regression. The result of this research shows that labor union, compensation, worker solidarity and social support have significant influence on the welfare of women workers. However, the variables of compensation and social support were more dominant in influencing the welfare of women workers, compared to other variables. The higher the compensation and the stronger the social support given to women workers, the higher the welfare of women workers. Meanwhile, the role of labor union who were expected to enhance the welfare of women, showed less robust. Moreover, the result of this research also shows that worker solidarity for women workers is weak, while labor solidarity among women workers is indispensable when they are facing problems in their work.

Keywords: role of labor union, compensation, worker solidarity, social support, welfare of women workers

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### 1. Introduction

The issue of women workers is still an attractive topic, because women workers with all their limitations begin to explore the world of work, especially those who work as laborers in factories. The entry of women workers in capital-intensive industries further reaffirmed that women workers is a phenomenon of modern capitalism. Due to the root of the liberalism in which women have no choice but to help the family economy, thus provides opportunities for women to have more roles outside their domestic affairs in the family. Effinger, Birgit Pfau

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(2012), explains that women working behavior is influenced by society and family cultural model. This condition is supported by the research results of Rau, Alexandra (2013), stating that women should work, manage themselves to be more masculine. Masculinities/gender inequality based on the research results of Haynes, Katalin Takacs (2014) has a positive influence on total salary received by an employee although in a very little scale. The research results of Scott, Gill & Usha Brown (2000), describes that social promises given to women as low income housewives are not proven. The women workers have been promised a help to balance their family life and their jobs, and a support to enter the labor market. However, when entering the work they actually received low wages and no security guarantee for their children left at home when they should be working. The results also indicate that the responsibility of women workers is increasing rapidly, but their rights are not increased.

The existence of women workers in an industry is necessarily associated with the unions in the industries where women workers were working since the role of unions is the main component of modern industrial system in a country Ghosh, Piyali, et al. (2009). The role of labor union is very important because unionization would help them in facing the challenge and illustrates the success they achieve for the ability that has been given and will make a strong contribution on the role of labor union as a social organization that protects the rights of women workers as well as strengthen their bargaining position (Gall, Gregor & Jack Fiorito, 2012; Lee, Bill & Catherine Cassell, 2011).

Efforts to protect the rights of women workers and raise their dignity is through compensation, for example, the amount of wages, shift premiums, attendance premiums and overtime. According to Resurreccion, F.Pamela (2012), compensation is a variable that significantly influences organization competitiveness. Rau, Alexandra (2013) stated that women contribution in social economy should get an effective and realistic compensation for their family.

Workers solidarity in a factory according to the concept of Durkheim (1893) about the division of labor in society, is a communal solidarity which is bound on the basis of sentiments, feelings and attachments among fellow workers so that more dominated by the mechanical rather than organic solidarity. Mechanical solidarity in this case concerns with a strong and decisive collective consciousness in every movement of labor. The research results of Paskov & Caroline Dewilde (2012) also showed that solidarity is the willingness to contribute to other's welfare.

Workers' solidarity will run well with social support from the workers. Liu, Yung-Sen et al (2014) explained that social support can mediate a long period exhaustion with welfare. Harris, et al (2014) stated that social support is crucial since the struggle of labor union to defend workers' rights will be effective if supported by workers solidarity. Therefore, social support is badly needed by every worker.

In fact, the condition of women workers is a cause for concern in terms of clothing, food and shelter. It is because the amount of wages is not comparable with the necessities of life. This is supported by the opinion of K. Cynthia, et al (2015) stating that workers who lack of skills are more in need of support because their income is low and they spend more time on their job. Therefore, welfare reform possibly occurs in behavior, especially with regard to woman leadership which ultimately can improve the welfare of women workers (Fitzgerald, John M & David C. Ribur, 2004). Meanwhile, Kirton, Gill & Geraldine Healy (2012) described that there is an oppression due to gender differences which affect women working improvement.

The problems encountered in this study is that the welfare of women workers are still in the low category. Such conditions can be seen in Table 1 on the conformity of City Minimum Wage (CMW) with the Decent Living Needs (DLN) in five-districts / cities that are considered representative for the respondents in Central Java province. The amount of CMW and DLN over the years showed a tendency to always go up, except in 2013 when CMW in Semarang and Demak regency is under the DLN. On the other side, shift premiums, attendance premiums, and pay are often not taken into account by the company. This is reinforced by the research of Stavrevska, Vesna (2011) showing that low wages give bad influence on business because a relatively high wages has a big effect than the relatively low one (Pfeifer, Christian, 2010).

Table 1.  
City Minimum Wage (CMW) and Decent Living Needs (DLN) in some districts in Central Java

Municipality/District	CMW 2013	DLN 2013	CMW 2014	DLN 2014	CMW 2015	DLN 2015
Semarang Municipality	Rp 1.209.100*	Rp 1.229.007	Rp. 1.423.500	Rp. 1.403.500	Rp. 1.685.000	Rp. 1.663.900
Demak District	Rp 995.000*	Rp 1.000.850	Rp. 1.280.000	Rp. 1.278.669	Rp. 1.535.000	Rp. 1.463.000
Semarang District	Rp 1.051.000	Rp 1.051.000	Rp. 1.208.200	Rp. 1.176.817	Rp. 1.419.000	Rp. 1.381.600
Kendal District	Rp 982.392	Rp 982.392	Rp. 1.206.000	Rp. 1.206.000	Rp. 1.383.000	Rp. 1.383.000
Salatiga Municipality	Rp 974.000	Rp 973.800	Rp. 1.170.000	Rp. 1.150.000	Rp. 1.387.000	Rp. 1.279.000
<b>Regions</b>						
City					Rp. 1.685.000	
East					Rp. 1.355.000	
West					Rp. 1.100.000	

Source: Central Bureau of Statistics, 2013-2015, processed. Note: \*under the DLN

The novelty of this study lies in the issue of low labor costs in Central Java Province that never rises to the rate of Rp. 2,000,000 but has reached over Rp. 1,000,000. Despite the fact that the wages of workers from year to year is always up (see table 1), the amount of wages is still in the low category. Table 1 also shows that the CMW in the district / municipality of Central Java province for urban areas is Rp. 1.206 million, in the eastern region is Rp. 1,200,000, in the western region is Rp. 1,100,000. The low CMW in Central Java had become the mindset of the entrepreneurs outside of Central Java that make them want to move their operations to Central Java because wages are rated much lower than the CMW in other provinces, for example, CMW in the capital city of Indonesia, Jakarta, is Rp. 2.693 million, CMW in Bandung is Rp. 2.356 million and CMW in Surabaya is Rp. 2.71 million.

This research examined about: (1) the influence of labor union role on the welfare of women workers, (2) the influence of compensation on the welfare of women workers, (3) the influence of labor solidarity on the welfare of women workers, (4) the influence of social support on the welfare of women workers and (5) the influence of labor union role, compensation, worker solidarity and social support to the welfare of women workers.

## 2. Research method

Variables examined in this research consist of four independent variables, they are: labor union role ( $X_1$ ), compensation ( $X_2$ ), workers solidarity ( $X_3$ ), social support ( $X_4$ ), and one dependent variable, that is, the welfare of women workers ( $Y$ ). The variables are explained in Table 2.

Table 2.  
Research variable and indicator

Symbol	Variable	Type of Variable	Indicator
$X_1$	Labor union role	Independent	Negotiations; dispute resolution; information and communication facilities create a harmonious relationship between workers, unions and companies
$X_2$	Compensation	Independent	Wages, shift premiums, attendance premiums, overtime pay
$X_3$	Workers solidarity	Independent	Concern, mutual giving, selflessness
$X_4$	Social support	Independent	Emotional support, information support, group support
$Y$	The welfare of women workers	Dependent	The fulfillment of clothing, food and shelter needs

The type of this research is explanatory research. The sample in this study is 186 women workers working in garment, pharmaceutical, herbal and knitting factories and willing to be interviewed. Samples were taken using a convenience sampling when women workers follow International Labor Day in 2015 in Semarang Indonesia. Data collection technique used is questionnaires. Measurement scale used is the Likert Scale. Analysis of data used is the average score, simple linear regression and multiple linear regression.

### 3. Results and discussion

Respondents in this study was 100 percent female workers working in garment, herbal, pharmaceutical, and knitting factories, 89.78 % of whom is married. The age of women workers is classified as productive since about 81.18 % is aged under 47 years and 51.61 % of them has finished senior high school education, while 46.77 % were certified elementary and junior high school. The length of service for the majority (47.31 %) is between 1 and 10 years and 30.11 % is between 11 and 20 years. Wages per month for the majority of the workers is between Rp. 1,100,000 to Rp. 1,500,000 (91.39 %). The CMW in Semarang / Central Java Province in 2015 amounted to Rp. 1.685 million (the CMW in 2014 is Rp. 1.425 million and the CMW in 2016 is Rp. 1.909 million)

Table 3 explains the average score of each indicator, they are, labor unions role, compensation, workers solidarity, social support and the welfare of women workers.

Table 3.

Table of the average score of labor unions role, compensation, workers solidarity, social support and the welfare of women workers

Variable & Indicator	Number of Respondents	Average of Indicator	Total Score	Total Frequency	Average of all indicators
<b>Labor Unions Role (X<sub>1</sub>)</b>					
1. Protection		4,14	770		
2. Dispute Resolution		4,04	751		
3. Information & communication Facilities	186	3,98	740		
4. Harmonization		4,09	760		
			3037	748	4,06
<b>Compensation (X<sub>2</sub>)</b>					
1. Wages, shift premiums, attendance premiums, overtime pay		3,88	721		
2. Production bonus	186	3,73	693		
3. Leave entitlements		2,70	703		
4. Holiday allowance		3,80	698		
			2624	696	3,77
<b>Workers Solidarity (X<sub>3</sub>)</b>					
1. Concern		4,12	767		
2. Mutual giving	186	4,16	773		
3. Selflessness		4,06	759		
			2295	557	4,12
<b>Social Support (X<sub>4</sub>)</b>					
1. Emotional support		4,27	790		
2. Information support	186	4,08	755		
3. Group support		4,15	771		
			2325	560	4,15
<b>The Welfare of Women Workers (Y)</b>					
1. The fulfillment of clothing needs		3,72	692		
2. The fulfillment of food needs	186	3,76	699		
3. The fulfillment of shelter needs		3,78	700		
			2094	559	3,75

Source: Processed Primary Data, 2016

Martinez, D. Arthur, et al (2012) explains that the role of labor union is to protect workers' interests in promoting peace and harmony in the workplace and maintaining good relations with the company. The variable of

labor union role in Table 3 is influenced by four indicators, namely: (1) protection with the average indicator of 4.14; (2) dispute resolution with the average indicator of 4.04; (3) information and communication facilities with the average indicator of 3.98, and (4) Harmonization with the average indicator of 4.09. The average score of 4.04 and 3.98 is below the average score for all indicators (4.06). It means that the role of labor unions in resolving disputes between the workers and the management is weak, and the role of labor union as a conduit of information and communication facilities is also weak. The total score obtained is 3037 and the total frequency is 748. The average score for the variable of labor union role is 4.06. When compared to the range of scores of 1-5, the results obtained is in the high category. Thus, the average score of labor union role in the garment, pharmaceutical, herbal, and knitting factories is good enough. This condition is in line with the opinion of Donado, Alejandro & Klaus Walde (2010), stating that labor union played a major role in providing a safe workplace for employees, and have the ability to gather information and transmit the information to the company related to job or technologies which could adversely impact the health of workers.

Improving workers condition to contribute to the safety, health and pleasant working environment for the workers can be done by giving compensation in the form of social insurance (Thanh, Nhat Tam, et al, 2005). The variable of compensation in Table 3 is influenced by four indicators, namely: (1) wages, shift premiums, attendance premiums, overtime pay with the average indicator of 3.88; (2) production bonus with the average indicator of 3.73 (3) leave entitlements with the average indicator of 2.70 and holiday allowances with the average indicator of 3.80. The average score of 3.73 and 2.70 is below the average for all indicators (3.77). It means that the compensation given to women workers in the form of production bonus and leave entitlements is given less attention by the company management. The total score is 2624 while the total frequency is 696 so that it can be seen that the average value of the variable of compensation of is 3.77. When compared to the range of scores of 1-5, the results obtained is in the medium category. This shows that the average score for women workers compensation in garment, pharmaceutical, herbal, and knitting factories is in the medium category. This result is in accordance with the view of Sopiha (2013) stating that the provision of compensation in the form of money as well as non-money will improve the welfare of women workers.

The variable of workers solidarity is affected by three indicators, namely: (1) concern with the average indicator of 4.12; (2) mutual giving with the average indicator of 4.16 (3) selflessness with the average indicator of 4.06. The average score for selflessness of 4.06 is below the average score for all indicators (4.12). It means that in the case of solidarity, there is unwillingness to make sacrifices among women workers. The total score is 2295 while the total frequency is 557 so that it can be seen that the average value for the variable of workers solidarity is 4.12. When compared to the range of scores of 1-5, the results obtained is in the enough category. This indicates that the average score for workers solidarity in garment, pharmaceutical, herbal, and knitting factories is enough. This result is in line with the opinion of Beal, et al (2014) stating that solidarity is a togetherness in obtaining something fairly.

Emotional support has a negative effect while at the same time emotional employees has a positive effect on workers welfare (Fatma, Yunus & Esengul, 2014). The variable of social support is affected by three indicators, namely (1) emotional support with the average indicator of 4.27; (2) information support with the average indicator of 4.08 and (3) group support with the average indicator of 4.15. The average score of 4.08 is below the average score of all indicators (4.15) meaning that women workers lack of information support. The total score is 2325 while the total frequency is 560 so that it can be seen that the average score of social support variable is 4.15. When compared to the range of scores of 1-5, the results obtained is in the enough category. This shows that the average score of social support in the garment, pharmaceutical, herbal and knitting factories is enough. Thus, social support from fellow workers can create women workers' welfare (Ferguson, Merideth, et al (2012).

Research findings of KT, Srinivas (2013) explained that as long as the company provides essential welfare facilities for employees, it can help the productivity of workers. The variable of women workers welfare is affected by three indicators, namely: (1) the fulfillment of clothing with the average indicator of 3.72; (2) the fulfillment of food with the average indicator of 3.76; (3) the fulfillment of shelter with the average indicator of 3.78. The average score of clothing fulfillment of 3.72 is below the average score for all indicators (3.75). It means that the needs of clothing for women workers is not important because the need for clothing is not a basic daily life necessity. The total score is 2094 while the total frequency is 559 so that it can be seen that the average score for the variable of women workers welfare is 3.75. When compared to the range of scores of 1-5, the results obtained is in the medium category. This shows that the average welfare of women workers in the garment, pharmaceutical,

herbal and knitting factories is moderate. Related to this, Scott, Gill and Usha Brown (2000) stated that the presence of women in social economy can strengthen their struggle for an effective and realistic compensation for their families.

The result of the average score of the indicators (Table 3) shows that the welfare of women workers has the lowest average score compared to other variables. The low welfare score of women workers is due to the fact that companies rarely give entitlement in the midst of women workers' hectic work day thereby making them depressed. Management also did not give production bonus to women workers. Women workers only get a basic salary provided by management in accordance with the agreement that has been determined although these workers are able to produce output exceeding targets set by the company. This situation makes women workers have no job satisfaction because management just prioritize the output produced without regarding the welfare of women workers.

In addition, the limited information and communications support makes women workers difficult to take an action. The inadequate information and communication facilities shows the absence of democracy as the media to deliver opinions in the organization so as to make women workers can not recognize and address the problems that exist within the organization. Involvement and participation of women workers are not required and not included in the organization. Since there is no job satisfaction, women workers are more concerned with their own need causing them not have a willingness to sacrifice for other women workers. One of the example of this case is when one of the women workers experiences difficulties in doing her jobs, not many of other fellow workers are willing to help.

Therefore, in improving the welfare of women workers, the company must protect them, pay attention to the rights required by them as well as providing adequate facilities that can convey their aspirations to the company. In addition, companies also need to compensate women workers with appropriate wealth creation.

Table 4 describing research results based on regression analysis indicated that: (1) the role of labor union has a significant effect on the welfare of women workers, (2) compensation has a significant effect on the welfare of women workers, (3) workers solidarity has a significant effect on the welfare of women workers, (4) social support has a significant effect on the welfare of workers and (5) the role of labor union, compensation, worker solidarity and social support have a significant effect on the welfare of women workers.

Table 4.  
Regression analysis and significance test of labor union role, compensation, labor solidarity, social support and the welfare of women workers

Variable	Correlation Coefficient (r)	Determination Coefficient (R <sup>2</sup> )	Partial Significance Testing	Simultaneous Significance Testing
Labor union role on the welfare of women workers ( $Y = 20,336 + 0,303 X_1$ )	0,324	0,105	$t_{count} = 4,652 > t_{table} = 2,603$ Significant	$t_{count} = (-1,170)$ Significant < 5% (0,244)
Compensation on the welfare of women workers ( $Y = 19,129 + 0,287 X_2$ )	0,468	0,219	$t_{count} = 7,180 > t_{table} = 2,603$ Significant	$t_{count} = 4,057$ Significant < 1% (0,000)
Workers solidarity on the welfare of women workers ( $Y = 16,374 + 0,366 X_3$ )	0,489	0,239	$t_{count} = 6,246 > t_{table} = 2,603$ Signifikan	$t_{count} = 0,846$ Significant < 5% (0,399)
Social support on the welfare of women workers ( $Y = 11,887 + 0,681 X_4$ )	0,311	0,295	$t_{count} = 7,607 > t_{table} = 2,603$ Significant	$t_{count} = 3,433$ Significant < 1% (0,001)
labor union role, compensation, worker solidarity and social support on the welfare of women workers ( $Y = 9,050 + (-0,093 X_1) + 0,196 X_2 + 0,069 X_3 + 0,457 X_4$ )	0,557	0,311		$F_{count} = 20,391 > F_{tabel} = 2,42$ Significant < 1% (0,000)

Source: Results of Simple and Multiple Linear Regression Analysis, processed, 2016

### 3.1 The influence of labor union role on the welfare of women workers

Jovanovic, Branimir & Marjan Petreski (2014) explained that the role of labor union is very influential on the dynamics of wages. A weak union in a country leads to the decrease of labor costs and cannot bring the wages back to the equilibrium. Based on table 4, it can be explained that the correlation coefficient (r) or the level of relationship between the variable of labor union role and the welfare of women workers amounted to 0.324 which lies in the lower interval (Sugiyono, 2010:250; Sarwono, 2012:85). So it can be said that the strength of the relationship between trade unions role and the welfare of women workers is low. Regression coefficients for the variable of labor union role is 0.303. While the constant value for the variable of women workers welfare is 20.336 meaning that without the influence of the variable of labor union role, the assessment on women workers welfare is 20.336 (constant). So, if labor union role is increased to a maximum point of 1, the welfare of women workers will be increased by 20.336. It means that the higher labor union role, the better women workers in garment, pharmaceutical, herbal and knitting factories. From Table 4, it is also known that determination coefficient (R square) amounted to 0,105, which means that labor union role has a little effect, only 10.50%, on the welfare of women workers. While the remaining 89.50% is influenced by other variables that are not observed in this study. The value of  $t_{count} = 4,652 > t_{table} = 2,603$  meaning that there is a significant influence of labor union role on the welfare of women workers. While the value of significance testing of <5% (0.244) showed a negative influence, it is because the role of labor union in resolving disputes between workers and management is weak, besides information and communication facilities provided are too inadequate. This condition is supported by the view of Sadler, Julie (2012) about the importance of participative leadership and the role of labor union leader in building the participation of labor unions.

### 3.2 The influence of compensation on the welfare of women workers

Chiu, Randy K, et al (2002) suggested that salary, year-end bonuses, mortgage loans, and the distribution of profits in Hong Kong is the most important factor to retain and motivate employees. In China, year-end bonuses, housing, cash benefits, overtime pay and bonuses of the individual is the most important factor to retain and motivate employees. Based on table 4, it can be explained that the correlation coefficient ( $r$ ) or the level of the relationship between the variable of compensation and women workers welfare amounted to 0.468 which lies in the intermediate intervals (Sugiyono 2010: 250; Sarwono, 2012: 85). So it can be said that the strength of the relationship between compensation and the welfare of women workers are moderate. Regression coefficient value for the variable of compensation amounted to 0.287. The constant value of the variable of women workers welfare amounted to 19.129 meaning that without the influence of the variable of compensation, the assessment on the welfare of women workers is 19.129 (constant). So, if the compensation is increased to a maximum value of 1, the welfare of women workers will be increased by 19.129. It means that the higher the compensation, the better the welfare of women workers. From Table 4, it is also known that the determination coefficient ( $R^2$ ) is 0.219 meaning that compensation gives little effect, only 21.90%, on the welfare of women workers. While the remaining 78.10% is influenced by other variables that are not observed in this study. The value of  $t_{count} = 7.180 > t_{table} = 2.603$  meaning that there is a significant relationship between compensation on the welfare of women workers. While the value of significance testing which is  $<1\%$  (0,000) shows a positive effect. This is because the management provide additional wages to workers when work beyond working hours in the form of overtime payment. However, compensation in the form of entitlement and holiday allowance given to workers is less noticed by company management. Thus, workers want a fair and specific compensation (Shipley, Christopher J & Brian H. Kleiner, 2005).

### 3.3 The influence of workers solidarity on the welfare of women workers

Kelly, John. E (2004) , explained that to build a healthy global social economy, organizational support is needed to direct the principles of solidarity and subsidiarity. Based on table 4, it can be explained that the correlation coefficient ( $r$ ) or the level of relationship between the variable of workers solidarity with the welfare of women workers amounted to 0.468 which lies in the intermediate intervals (Sugiyono 2010: 250; Sarwono, 2012: 85). So it can be said that the strength of the relationship between workers solidarity with the welfare of women workers is moderate. Regression coefficients for the variable of workers solidarity is 0.366. The constant value of the variable of women workers welfare amounted to 16.374 meaning that without the influence of workers solidarity variable, the assessment on the welfare of women workers amounted to 16.374 (constant). So, if the international solidarity of workers is increased to a maximum value of 1, the welfare of women workers will be increased by 16.374. It means that the higher the workers solidarity, the better the welfare of women workers. From Table 4, it is also known that the determination coefficient ( $R^2$ ) is 0.239 meaning that solidarity gives workers little effect, only 23.90%, on the welfare of women workers. While the remaining 76.10% is influenced by other variables that are not observed in this study. The value of  $t_{count} = 6.246 > t_{table} = 2.603$  meaning that there is significant influence of workers solidarity on the welfare of women workers. The result of significance testing is  $<5\%$  (0.399), indicating a positive effect, this is because fellow workers have good concern and mutual giving.

### 3.4 The influence of social support on the welfare of women workers

DiMatteo (1991) explained that social support is support coming from family, neighbors, friends, coworkers and others. This support is necessary because the union struggle to fight for workers' rights will be effective when supported by the solidarity of the workers. Based on table 4, it can be explained that the correlation coefficient ( $r$ ) or the level of the relationship between social support variables with the welfare of women workers amounted to 0.311 which lies in the lower interval (Sugiyono 2010: 250; Sarwono, 2012: 85). So it can be said that the relationship between social support and the welfare of women workers is weak. Regression coefficients for the variable of social support is at 0.681. The constant value for the variable of women workers welfare amounted to 11.887 meaning that without the influence of the variable of social support, the assessment on the welfare of women workers amounted to 11.887 (constant). So, if social support is increased to a maximum value of 1, the



welfare of women workers will be increased by 11,887. It means that the higher the social support, the better the welfare of women workers. From Table 4, it is also known that the determination coefficient (R square) is 0.295 meaning that social support gives little effect, only 29.50%, on the welfare of women workers. While the remaining 70,50% is influenced by other variables that are not observed in this study. The value of  $t_{count} = 7.607 > t_{table} = 2.603$  meaning that there is significant influence of social support on the welfare of women workers. The results of significance testing is  $<1\%$  (0.000), indicating a positive effect. This is due to a great emotional support to workers. This result is confirmed by the opinion of Saranson, I.G Levine, et al (1983), stating that social support is a condition that can benefit from one person to another trustworthy person, thereby making the person feel valued, cared for, and loved.

### 3.5 The influence of labor union role, compensation, workers solidarity and social support on the welfare of women workers

Based on Table 4, it can be explained that the level of relationship between the variables of trade unions role, compensation, worker solidarity and social support and the welfare of women workers amounted to 0.557 which lies in the intermediate intervals (Sugiyono 2010: 250; Sarwono, 2012: 85). The regression coefficient for the variable of labor union is -0.093, the variable of compensation is 0.196, the variable of labor solidarity is 0.069, and the variable of social support is 0.457. The variable of labor union role turned out to have little effect. For example in resolving disputes between workers and management, the union cannot find a definitive agreement because it is not supported by accurate information and communication between them. The constant value of the variable of women workers amounted to 9.050 meaning that if labor union role, compensation, worker solidarity and social support are increased to a maximum value of 1, the welfare of women workers will be increase by 9.050. The higher the labor unions role, compensation, worker solidarity and social support, the higher the welfare of women workers. From Table 4, it is also noted that labor union role, compensation, worker solidarity and social support gives little effect, only 31.10%, on the welfare of women workers. While the remaining 68.90% is influenced by other variables that are not observed in this study. Based on the testing, it is known that the role of labor union, compensation, worker solidarity and social support in the welfare of women workers gain  $F_{count} = 20.391 > F_{table} = 2.42$ , meaning that there is influence of labor union role, compensation, worker solidarity and social support simultaneously on the welfare of women workers. This influence shows that the better the role of trade unions, compensation, worker solidarity and social support, the better the welfare of women workers. The significance value of  $<1\%$  showed a positive influence and  $F_{count} = 20.391 > F_{table} = 2.42$ . It means that the higher the evaluation on labor unions role, compensation, worker solidarity and social support to the welfare of women workers, the better the welfare of women workers. The test results were confirmed by the calculation of the determination coefficient of the four variables which obtained a value of 31.1%. Social support variables have the most dominant effect compared to the three other variables. This is because women workers have a high emotional and group support, in which fellow female workers have empathy, attention and care to each other as a means of emotional release. This provides a positive impact on women workers so as to create a sense of comfort and feel loved when facing a variety of pressures and problems in life. Besides, fellow female workers were able to motivate each other to work because they share a common fate and social activities.

The result of this research is in line with the research results of Khan, Muhammad Tariq & Naseer Ahmed Khan (2011) explaining that labor union function as instrument which is able to improve the bargaining position of the workers. Blažovitch, Janell L. (2013) stated that compensation create a combination of strong and weak performances. A low working productivity can be compensated by compensation performance. Durkheim (1893) explained that social solidarity is inter-group relation based on the common moral feeling and trust, which is strengthened by a common emotional experience. Research results of Roxana, Aldea-Capdtescu (2013) explained that social support from fellow workers is a valuable capital for workers. Therefore, to improve the welfare of women workers, there are 4 synergized aspects, they are, trade unions role, compensation, workers solidarity and social support.

#### 4. Conclusion

This research concluded that the role of labor unions showed negative results. This is because labor union role the media of information and communication is inadequate, so workers have difficulties to resolve the problems appropriately. The compensation given by the company to workers is in the category of small, since the company does not give a production bonus and leave entitlements accordingly. Labor solidarity is expressed well, but women workers' willingness to sacrifice is relatively small or weak (the willingness to sacrifice is an important thing to support for a better labor solidarity). Research results also show that information support is not good because of the weak role of workers union as the media of information and communication so that women workers experience limitations in information and communication. The welfare of women workers is in the low category due to the lack of compensation. Women workers also expressed their lack of appropriate entitlement. Selflessness among group members also makes the welfare of women workers can not be met properly.

Recommendation from this research is the role of labor unions need to be improved for the sustainability of women workers activities. The provision of a fair and proper compensation for women workers is needed. Selflessness needs to be improved to build a high solidarity. The improvement of social support in the form of information and communication support is needed to create a maximum working participation. All of those are meant to create a better welfare for women workers.

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