

Determinants of Financial Literacy, Attitudes, and Personality in Public Employees' Financial Management in Tabalong

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Abstract

This study aims to examine the influence of financial literacy, financial attitudes, and personality on financial management among civil servants at the Department of Food Security, Fisheries, Food Crops, and Horticulture in Tabalong Regency, South Kalimantan. Specifically, the research objectives are: (1) to analyze the simultaneous effect of financial literacy, financial attitudes, and personality on financial management; (2) to assess the partial effect of each variable on financial management; and (3) to identify the most dominant variable influencing financial management. This is a quantitative study involving 103 civil servants as the population and sample, using saturated sampling. Data were analyzed using multiple linear regression. The findings show that financial literacy, financial attitudes, and personality simultaneously have a significant effect on financial management. Partially, each of the three variables also significantly influences financial management. Among them, financial attitude is identified as the most dominant factor affecting financial management. These results highlight the importance of strengthening financial attitudes, alongside financial literacy and personality traits, to improve personal financial practices among public employees.

Keywords: financial literacy, financial attitude, personality, financial management

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1. Introduction

In today's increasingly complex economic environment, financial literacy plays a crucial role in helping individuals manage their financial resources wisely. It enables individuals to make informed decisions, prioritize needs, and manage their financial lives effectively. Financial literacy is especially important in situations where individuals must choose between competing financial priorities, making informed trade-offs that support long-term financial well-being. According to Safitri (2022:1658), financial literacy comprises knowledge, skills, and confidence that influence attitudes and behaviors to enhance decision-making quality and financial management, ultimately contributing to personal welfare.

A well-informed individual with strong financial literacy is more likely to maintain healthy financial habits. This literacy is not intended to limit enjoyment or restrict spending, but rather to optimize the use of financial resources responsibly (Safitri, 2022:1658). Financial knowledge supports individuals in understanding the risks and rewards associated with various financial decisions, including investment options. However, financial knowledge alone is insufficient; individuals must also possess financial competence to navigate complex financial systems and investment landscapes.

Another important aspect of personal finance is financial attitude, which reflects how an individual approaches money-related matters. Financial attitudes are shaped by one's knowledge and beliefs about financial products and services. According to Anwar (2022:34), financial attitude activates and sustains consistent behavior patterns in financial matters and can influence personal financial decision-making. Financial attitudes, especially those linked to saving, retirement planning, and investing, are predictive of an individual's financial behavior.

Financial attitudes vary between individuals, often influenced by their financial literacy levels. For example, accounting students, who are expected to possess high levels of financial knowledge, should ideally demonstrate positive financial attitudes. These attitudes encompass behaviors such as budgeting, setting financial goals, and controlling expenditures (Prihartono, 2018:36). Herdjiono (2016:37) further categorized financial attitude into six key concepts: obsession, power, effort, inadequacy, retention, and security, each of which shapes how individuals perceive and manage money.

In addition to financial literacy and attitudes, personality is another factor that influences financial behavior. Personality traits such as self-confidence, social adaptability, and emotional stability play an essential role in shaping financial habits. According to Leon (2019:5), personality refers to psychological traits, behavioral patterns, and inherent qualities that distinguish one individual from another. Self-concept, or how one views oneself, is a central component of personality and significantly affects financial decision-making.

Personality affects how individuals respond to financial stimuli and challenges. As noted by Rondo et al. (2018:18), personality encompasses how people interact, think, and react in different situations. Robbins, as cited in Adam (2019:49), identifies five major indicators of personality that relate to financial behavior: extraversion, agreeableness, conscientiousness, emotional stability, and openness to experience. These traits influence how people manage risk, plan for the future, and respond to financial stress.

Financial management refers to the process of planning, organizing, directing, and controlling financial activities such as fund procurement and utilization (Purba, 2021:114). According to Rahayu (2018:45), financial management encompasses administrative tasks, including planning, saving, spending, recording, and reporting financial activities. Effective financial management ensures that individuals or institutions can meet their financial obligations and objectives efficiently.

Despite regular income and job security, many public employees still face financial difficulties due to poor financial management practices. This is often attributed to short-term thinking and impulsive spending behaviors, which prevent individuals from achieving long-term financial stability. Hence, developing strong financial literacy, attitudes, and personality traits is crucial, particularly for government employees who serve as public role models.

The Department of Food Security, Fisheries, Food Crops, and Horticulture in Tabalong Regency, South Kalimantan, plays a vital role in supporting food production and sustainability programs. Employees of this institution are entrusted with significant responsibilities and receive compensation such as salaries, bonuses, and allowances. Proper financial management among these employees is essential to ensure their personal financial well-being, especially considering that many of them engage in saving and investing practices.

Given the critical roles of financial literacy, financial attitudes, and personality in shaping financial behavior, this research aims to analyze their simultaneous, partial, and dominant effects on the financial management of employees at the Department of Food Security, Fisheries, Food Crops, and Horticulture in Tabalong Regency. Understanding these relationships is expected to provide insights that can support more effective financial education and management strategies for public sector employees.

2. Research Design and Method

This study employs a correlational research design aimed at examining the relationship between financial literacy, financial attitude, and personality toward financial management among employees at the Department of Food Security, Fisheries, Food Crops, and Horticulture in Tabalong Regency, South Kalimantan. Correlational research collects data to determine whether and how strongly pairs of variables are related (Arikunto, 2018:247).

Population and sample

The population comprises 103 civil servants (ASN) at the mentioned department. Using saturated sampling (census), all 103 individuals were selected as the research sample (Sugiyono, 2019:118).

Data collection techniques

Data were collected using the following methods: 1) interviews, to explore deeper insights from selected respondents (Sugiyono, 2018:194), 2) questionnaires, using closed-ended Likert scale items distributed in printed or online form (Sugiyono, 2019:142); 3) documentation, involving analysis of organizational documents relevant to the research topic (Sukmadinata, 2018:220), and 4) literature review, based on books and scientific journals related to the research variables (Sujarweni, 2020:57).

Data analysis techniques

Instrument Testing involved validity testing using Pearson correlation ($r \geq 0.30$ indicates validity) and reliability testing using Cronbach's Alpha ($\alpha > 0.60$) (Purwanto, 2017; Sugiyono, 2019). Classical assumption tests included: 1) normality test, using the P-P Plot method (Priyatno, 2020:59), 2) multicollinearity test, assessed using Tolerance > 0.10 and VIF < 10 (Priyatno, 2020:60), and 3) heteroscedasticity Test, to ensure variance homogeneity (Ghozali, 2018:139).

Multiple linear regression analysis

The model used is:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Where:

Y = Financial Management

X₁ = Financial Literacy

X₂ = Financial Attitude

X₃ = Personality

a = Constant

b₁, b₂, b₃ = Regression Coefficients

e = Error Term (Sugiyono, 2016:267)

Hypothesis testing

Hypothesis testing consists of: 1) F-test was used to examine the simultaneous effect of all independent variables, 2) t-test assessed the partial effect of each independent variable, and 3) dominant test identified the variable with the strongest influence using the highest standardized beta coefficient (Priyatno, 2020).

3. Results and Discussion

Statistical Result

Normality test

Based on Table 1, it shows that the Kolmogorov Smirnov Z value in this study is 0.057 with an Asymp Sig value (2 tailed) of 0.200, which means the value is > 0.05 . It can be said that the data in this study is normally distributed because the significant value is greater than 0.05.

Table 1. Normality Test, One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		103
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.51721500
Most Extreme Differences	Absolute	.057
	Positive	.053
	Negative	-.057
Test Statistic		.057
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Multicollinearity test

Multicollinearity test can be determined by the VIF value for each predictor, with the requirement of being free from multicollinearity if the VIF value is not more than 10 and the tolerance number is not more than 1. Based on the table data above, it is known that financial literacy, financial attitudes, and personality have tolerance values below 1 and VIF values below 10.

Table 2. Multicollinearity Test

Variables	Collinearity Statistics	
	Tolerance	VIF
Financial Literacy	0.296	3.379
Financial Attitudes	0.298	3.351
Personality	0.218	4.591

Heteroscedasticity test

The results of table 3 show that the variables tested do not contain heteroscedasticity because the significance of the correlation results is greater than 0.05 (5%), so that enlarging the data does not cause the error to become greater.

Table 3. Heteroscedasticity Test

Variables	Significance	Description
Financial Literacy	0.550	There are no symptoms of heteroscedasticity
Financial Attitudes	0.810	There are no symptoms of heteroscedasticity
Personality	0.955	There are no symptoms of heteroscedasticity

Multiple regression analysis

Table 4. Result Multiple Regression Analysis

Variables	Regression Coefficients	t-count	Sig.	Description
Financial Literacy	0.210	3.463	0.001	Significant Influence
Financial Attitudes	0.351	5.080	0.000	Significant Influence
Personality	0.338	5.925	0.000	Significant Influence

Table 5. Result Multiple Regression Analysis

Constant	2.133
F-count	235.864
F-table	2.463
t-table	1.660 (Sugiyono)
R	0.937
R Square	0.877
Adjusted R Square	0.874

Based on Tables 4 and 5, the mathematical model of the multiple linear regression function can be expressed in the following equation:

$$Y = 2.133 + 0.210 X_1 + 0.351 X_2 + 0.338 X_3 + e$$

The interpretation of this equation is as follows. The constant value in the regression is 2.133. This means that if all independent variables (financial literacy, financial attitudes, and personality) are considered constant or unchanged, the total Performance score will be 2.133.

The regression coefficient value for the financial literacy variable (X_1) is 0.210, indicating a unidirectional effect. This means that a 1-unit increase in financial literacy (X_1) will impact financial management (Y) by 0.210 units.

The regression coefficient value for the financial attitude variable (X_2) is 0.351, indicating a unidirectional effect. This means that a 1-unit increase in financial attitude (X_2) will impact financial management (Y) by 0.351 units.

The regression coefficient value for the personality variable (X_3) is 0.338, indicating a unidirectional effect. This means that a 1-unit increase in personality (X_3) will impact financial management (Y) by 0.338 units.

Hypothesis test

F test

Based on Table 6, it is known that the calculated F value of 235.864 is greater than the F table of 2.463 while the sig value of 0.000 is smaller than 0.05, the research hypothesis, namely H_1 , is accepted. Financial literacy, financial attitudes and personality have a significant simultaneous effect on employee financial management at the Food Security, Fisheries, Food Crops and Horticulture Service of Tabalong Regency, South Kalimantan.

Table 6. F Test Result

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1678.192	3	559.397	235.864	0.000
Residual	234.798	99	2.372		
Total	1912.990	102			

t test

Table 7. F Test Result

Model	Unstandardized Coefficients	Standardized Coefficients	Beta	t	Sig.	Collinearity Statistics
	B	Std. Error				Tolerance
1 (Constant)	2.133	1.216		1.754	0.082	
Financial Literacy (X_1)	0.210	0.061	0.224	3.463	0.001	0.296
Financial Attitude (X_2)	0.351	0.069	0.447	5.080	0.000	0.298
Personality (X_3)	0.338	0.057	0.327	5.925	0.000	0.218

The Table 7 shows the level of influence exerted by each independent variable on the dependent variable as follows. The financial literacy variable (X1) has a calculated t-value of 3.463, which is greater than the t-table of 1.660. The significance value of 0.001 is lower than the 0.05 level. Based on these data, H2 can be accepted, meaning that the financial literacy variable has a significant partial effect on the financial management of employees at the Food Security, Fisheries, Food Crops, and Horticulture Service of Tabalong Regency, South Kalimantan.

The financial attitude variable (X2) has a calculated t-value of 5.080, which is greater than the t-table of 1.660, and when viewed from the significance value of 0.000, it is actually smaller than the significance level of 0.05. Based on these data, it can be stated that H2 is accepted, meaning that the financial attitude variable has a partial significant effect on Employee Financial Management at the Food Security, Fisheries, Food Crops and Horticulture Service of Tabalong Regency, South Kalimantan.

The personality variable (X3) has a calculated t-value of 5.925, which is greater than the t-table of 1.660, and when viewed from the significance value of 0.000, it is actually smaller than the significance level of 0.05. Based on these data, it can be stated that H2 is accepted, meaning that the personality variable has a partial significant effect on Employee Financial Management at the Food Security, Fisheries, Food Crops and Horticulture Service of Tabalong Regency, South Kalimantan.

Dominant variable

Based on Table 8, it is known that the beta coefficient value for the financial attitude variable (X2) of 0.447 has a larger number compared to other variables, so that the financial attitude variable is the variable that has the strongest influence on the financial management of employees at the Food Security, Fisheries, Food Crops and Horticulture Service of Tabalong Regency, South Kalimantan.

Table 8. Coefficient Beta

Variables	Beta
Financial Literacy	0.224
Financial Attitudes	0.447
Personality	0.327

Discussion

Financial literacy, financial attitude, and personality have a simultaneous significant influence on employee financial management

The results show that the calculated F-value is greater than the F-table, indicating that financial literacy, financial attitude, and personality significantly influence employee financial management at the Food Security, Fisheries, Food Crops, and Horticulture Service of Tabalong Regency, South Kalimantan. This means that financial literacy is a person's understanding of basic financial concepts, such as budget planning, investment, loans, savings, and risk management. Employees with good financial literacy tend to be better able to make wise financial decisions, manage expenses, and plan for their financial future. Conversely, employees with low financial literacy may be more susceptible to financial errors or less optimal personal financial planning.

This study aligns with Amelia (2022), whose findings indicate that financial literacy, financial attitude, and personality variables have a positive and significant influence on financial management behavior among MSMEs in Gedong Village, East Jakarta.

Financial literacy, financial attitude, and personality have a partially significant influence on employee financial management

Financial literacy has a partially significant influence on employee financial management

The results of the study indicate that the calculated t-value for the financial literacy variable is greater than the t-table. Therefore, the financial literacy variable has a partial significant influence on employee financial management at the Food Security, Fisheries, Food Crops, and Horticulture Service of Tabalong Regency, South Kalimantan. This means that employees with good financial literacy are better able to understand various financial products, such as savings, investments, loans, insurance, and pensions. This understanding allows them to choose products that suit their financial needs and goals and avoid unnecessary risks, such as high debt or risky investments without sufficient knowledge.

Furthermore, it enables employees to make smarter decisions regarding money management, such as setting a budget, managing expenses, planning savings, or choosing investment instruments. With a good understanding, they can avoid impulsive or poor decisions that could harm their financial condition in the future. This research is in line with Tasya (2023) Based on the results, it was concluded that the financial management of MSMEs in Purwasari District, Karawang Regency was significantly influenced by the financial literacy variable.

Financial attitude has a partial significant influence on employee financial management

The results of the study indicate that the calculated t-value for the financial attitude variable is greater than the t-table. Therefore, the financial attitude variable has a partial significant influence on Employee Financial Management at the Food Security, Fisheries, Food Crops, and Horticulture Service of Tabalong Regency, South Kalimantan. This means that an individual's attitude or behavior toward money plays a significant role in how they manage, spend, and plan their finances. Financial attitude encompasses how a person views, treats, and interacts with money, which in turn influences their financial habits and decisions.

A person's financial attitude can influence spending habits. Employees who are thrifty and wise in managing their money tend to avoid unnecessary expenses and focus more on realistic budget planning. Conversely, wasteful or impulsive attitudes can lead to overspending, which risks disrupting an employee's financial stability. Employees with positive financial attitudes tend to have a long-term view of their finances. They are more likely to plan their finances well, such as setting up an emergency fund, planning for major purchases, or developing strategies to achieve long-term financial goals, such as children's education or retirement. A careless or disorganized attitude towards financial planning will hinder the achievement of financial goals. This research aligns with Siska (2024) who found that financial attitudes have a positive and significant influence on financial management.

Personality has a significant partial influence on employee financial management

The results of the study indicate that the calculated t-value for the personality variable is greater than the t-table. Therefore, the personality variable has a significant partial influence on Employee Financial Management at the Food Security, Fisheries, Food Crops, and Horticulture Service in Tabalong Regency, South Kalimantan. This means that personality influences how they make financial decisions, manage expenses, save, and plan for their financial future. Several personality aspects, such as discipline, the ability to delay gratification, and the propensity for risk, have a direct impact on financial management. Employees with disciplined personalities tend to be more organized in managing expenses and adhere to established budgets. This discipline helps employees avoid waste, adhere to financial plans, and save consistently. Conversely, individuals who lack discipline may be more easily tempted to make impulsive spending, making it difficult to maintain personal financial stability.

Rondo et al. (2018:18) state that personality is the sum of how individuals react and interact with others. Personality is a crucial factor to possess, as it can determine an individual's way of thinking, behaving, and feeling in any given situation. This research aligns with Rizky (2024) who found that personality has a positive and significant impact on financial management at Village-Owned Enterprises (BUMDes) in Langsa City.

Financial attitude is a variable with a dominant influence on employee financial management

The results of the study indicate that the beta coefficient for the financial attitude variable is higher than that of the other variables, making financial attitude the variable with the dominant influence on Employee Financial Management at the Food Security, Fisheries, Food Crops, and Horticulture Service of Tabalong Regency, South Kalimantan. This means that attitude reflects how individuals view, respond to, and act toward money in their daily lives. Financial attitudes can shape financial behavior, which in turn significantly influences how they manage their personal finances.

Employees with a prudent attitude toward finances will be more careful in managing their budgets, avoiding waste, and prioritizing essential expenses. Conversely, wastefulness or a lack of concern for financial management can lead to excessive spending that undermines financial stability.

Prihartono (2018:36) states that financial attitude is a psychological perspective on money, demonstrated by the ability to control finances, create financial plans, budget, and make appropriate financial decisions. This research is in line with Putu (2022) that Financial Attitude has a dominant influence on Financial Management in MSMEs in Gerokgak District.

4. Conclusions

Based on the results of this study, it can be concluded that financial literacy, financial attitude, and personality significantly influence financial management both simultaneously and partially. Among these variables, financial attitude has the most dominant influence. Therefore, it is recommended that the agency conduct regular seminars or workshops on personal financial management, covering topics such as budgeting, saving, investing, and debt management. Employees should also be encouraged to develop a more disciplined and responsible financial attitude, supported by personality development training in areas such as self-discipline, stress management, and rational decision-making. Future researchers are encouraged to explore further the dominant role of financial attitude in financial management and to broaden the study by including other institutions or regions for more generalized results. Additionally, other influencing factors such as financial education or external elements could be considered to gain deeper and more applicable insights into employee financial management across different sectors and locations.

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