

THE EFFECTS OF LIFESTYLE, FINANCIAL LITERACY, AND SAVING MOTIVATION ON YOUNG WORKFORCE'S FINANCIAL MANAGEMENT

Anggun wardana ¹, Sri Hermuningsih ², Risal Rinofah ³

¹ Management Study Program, Faculty Of Economics, University Sarjanawiyata Tamansiswa, Jl.Kusumanegara No.157, Muja Muju, Umbulharjo, Yogyakarta City, Special Region of Yogyakarta, Indonesia anggunwardana22@gmail.com

² CFP, Jl.Kusumanegara No.157, Muja Muju, Umbulharjo, Yogyakarta City, Special Region of Yogyakarta, Indonesia, hermuningsih.@ustjogjs.ac.id

³ Management Study Program, Faculty Of Economics, University Sarjanawiyata Tamansiswa, Jl.Kusumanegara No.157, Muja Muju, Umbulharjo, Yogyakarta City, Special Region of Yogyakarta, Indonesia, risal.rinofah@ustjogja.ac.id

DOI : <https://doi.org/10.21107/pamator.v18i3.300917>

Manuscript received 15th March 2025, Revised 20th June 2025, Published 30th October 2025

Abstract

Abstracts This study aims to analyze the influence of lifestyle, financial literacy, and saving motivation on financial management in young workers. In the modern era full of consumption dynamics and easy access to financial products, the ability of young individuals to manage their finances is an important aspect to achieve long-term financial stability. The research method used is quantitative with a survey approach, where data is collected through questionnaires distributed to young workers respondents aged 18-30 years. Data analysis was carried out using multiple linear regression. The results of the study indicate that lifestyle has a positive and significant effect on financial management, while financial literacy and saving motivation have a positive and significant effect. This finding indicates that the higher the financial literacy and saving motivation, the better the financial management of young workers. Conversely, a consumptive lifestyle tends to hinder healthy financial management. Therefore, efforts are needed to increase financial education and awareness of the importance of early financial management for young workers.

Keywords: *lifestyle, financial literacy, saving motivation, financial management, young workers.*

© Authors; This is an Open Access Research distributed under the term of the Creative Commons Attribution-ShareAlike 4.0 International License (CC BY-SA 4.0) (<https://creativecommons.org/licenses/by-sa/4.0/>) which allows re-distribution and re-use of a licensed work on the conditions that the creator is appropriately credited and that any derivative work is made available under “the same, similar or a compatible license”.

INTRODUCTION

The economy is a dominant factor that triggers people to think about their standard of living in the long term. Financial management skills are an important part of every stage of life (Klapper & Lusardi, 2020). When someone has the right financial behavior, then he will tend to be wise in making financial decisions. Widhiastuti (2024) explains that financial behavior refers to financial management that is carried out in a structured and systematic manner.

Financial management can also be explained as an individual's steps in managing their finances, starting from planning, budgeting, saving, managing expenses carefully and protecting themselves from danger. The aim is to achieve financial stability in the future (Mawarti & Utami, 2024).

Everyone has a life goal that they want to achieve to determine their future direction. This goal needs to be supported by one important factor, namely good financial management, so that the desired future can be achieved (Lubis & Putri, 2022). However, sometimes it is not uncommon for many future goals to not be achieved due to miscalculations in financial management. So it is very important to pay attention to financial management, especially for young workers .

However, it is rare for young workers to realize the importance of financial management as is the case in Indonesia. This can be seen from the large number of expenses compared to income, and often getting caught up in it. in conditions where the greater the income, the greater the expenditure (Amanah et al., 2022). Adults or young people know little about financial management or have limited experience in how to make wise financial decisions (Rodrigueze et al., 2023). There are several factors that influence the financial management of young workers, one of which is the effect of lifestyle, financial literacy, and saving motivation as the focus of this study.

Lifestyle is a pattern of individual behavior in living everyday life that reflects their activities, interests, and opinions. Kotler and Keller define lifestyle as how a person allocates time, money, and other resources to meet their needs. A consumptive lifestyle can have a negative impact on financial management, especially for young workers who tend to prioritize instant gratification over long-term financial planning. Previous research by Fitriani and Rahayu (2022) shows that a consumptive lifestyle is related to low saving and investment ability.

Lifestyle can be interpreted as a person's lifestyle in the world which is expressed in activities, hobbies, and opinions that differentiate them from other people in spending money and how they allocate time well which is seen in routine activities (Dewi et al., 2021).

Financial literacy is an individual's ability to understand and manage finances effectively to achieve financial well-being. Lusardi and Mitchell (2024) stated that financial literacy consists of an understanding of basic financial concepts, such as budget planning, debt management, investment, and savings.

Saving motivation refers to an individual's drive to set aside part of their income to meet future needs, both for short-term and long-term goals. The liquidity preference theory explains that individuals save for precautionary reasons, future needs, and investment. Dini and Hartono (2021) found that young workers with high saving motivation are more disciplined in managing their finances than those with low motivation.

Saving is a thrifty trait that can be beneficial if it consistently improves the quality of life. A thrifty way of behaving requires individuals to focus on managing funds. According to Santoso (2021) "saving" is an economic activity carried out to anticipate future conditions. Saving can not only be instilled in children from an early age by parents (family), educators (schools) and financial institutions, for example, banks can also broaden their horizons about saving.

The emergence of a person's interest in saving is part of the motivation to save and the personality of each individual. A person's motivation is the drive within them that makes them act when they have unmet needs. Consumer motivation is the drive to buy and use a product to satisfy physiological and psychological needs where the factors that motivate

individuals to engage in an activity generally include needs and desires (Afrin, 2021).

RESEARCH METHODS

This study uses an associative method to measure the effects of lifestyle and financial literacy on the financial management of young workers. The title of causal associative research usually begins with the word "influence" or "determinant factor" (Sugiyono, 2020:20) This study uses a survey method to take a generalization from observations that are not in-depth. The data collection technique is by conducting a questionnaire. In this study, the author uses variables, namely the independent variables are Lifestyle (X1), Financial Literacy (X2), and Saving Motivation (X3) while the dependent variable is Financial Management.

RESULT AND DISCUSSION

T Description of Research Results From the results of this study using multiple linear analysis by processing the results obtained from respondents and processed using the SPSS application to obtain statistical results. From the results of the study studied in the form of classical assumption tests, hypothesis tests and determination coefficient tests. With this purpose, the data generated using a questionnaire with 141 respondents of MSME actors in the Umbulharjo District of Yogyakarta. The distribution of this questionnaire uses a Likert scale of 1-4 and this study uses 3 independent variables consisting of Lifestyle, Financial Literacy, and Saving Motivation. 1 dependent variable, namely Financial Management .

Validity test is used to measure the validity of a questionnaire. A questionnaire is said to be valid if the questions in the questionnaire are able to reveal something that will be measured by the questionnaire. The method used to assess the validity of the questionnaire is the product moment correlation or using bevariate pearson.

No.	r Count	r Table	Information
X1.1	0.392	0.164	Valid
X1.2	0.198	0.164	Valid
X1.3	0.258	0.164	Valid
X1.4	0.192	0.164	Valid
X1.5	0.421	0.164	Valid
X2.1	0.281	0.164	Valid
X2.2	0.319	0.164	Valid
X2.3	0.207	0.164	Valid
X2.4	0.421	0.164	Valid
X2.5	0.310	0.164	Valid
X3.1	0.168	0.164	Valid
X3.2	0.260	0.164	Valid

X3.2	0.275	0.164	Valid
X3.3	0.201	0.164	Valid
X3.4	0.238	0.164	Valid
X3.5	0.284	0.164	Valid
Y1	0.301	0.164	Valid
Y2	0.235	0.164	Valid
Y3	0.231	0.164	Valid
Y4	0.273	0.164	Valid
Y5	0.382	0.164	Valid

Based on the table above, it shows that there are 4 variables that are the subject of the research. Of the four variables, there are an average of 5 question items. From each question item on each variable, both independent and dependent, it turns out that the calculated r value is greater than the r table, so the data obtained in the field can be declared valid.

Reliability Statistics	
Cronbach's Alpha	N of Items
0.812	20

Based on the table above, it shows that this test was carried out on a variable basis, not on a question item basis, for each variable, the results of which can be seen as the Cronbach's alpha value is greater than 0.6 , so it can be said to be reliable .

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		140
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	6.38450728
Most Extreme Differences	Absolute	.365
	Positive	.173
	Negative	-.375
Test Statistics		.532
Asymp. Sig. (2-tailed)		.001 ^c

a. Test distribution is Normal.

b. Calculated from data.

a. Lilliefors Significance Correction.

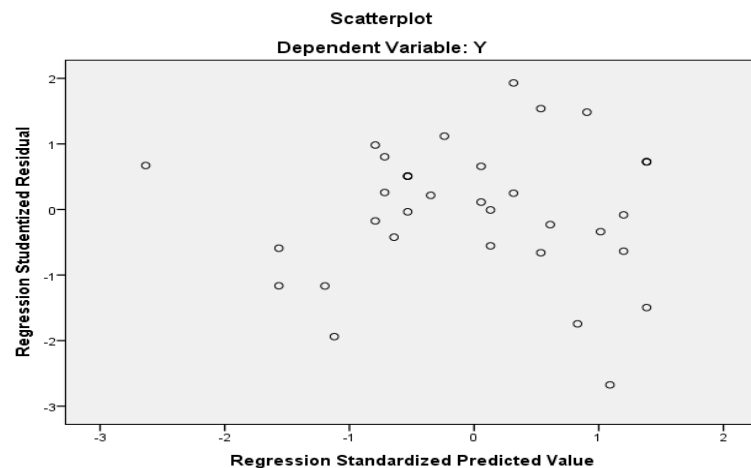
The results of the analysis in the normality test show that the data is normally distributed with a significant value of $0.00 < 0.05$.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
	(Constant)	.723	2.365		.853	.507					
1	X1	.575	.537	.531	3.527	.000	.631	.724	.735	.837	2.635
	X2	.693	.617	.623	4.628	.001	.574	.642	.575	.837	2.635
	X3	.733	.634	.417	3.735	.004	.747	.748	.685	.837	2.635

Based on the results, multicollinearity shows that both *style life*, *financial literacy and motivation save* has a *tolerance value* of less than 1 and VIF has a value of less than 10, then it can be said that the data does not experience multicollinearity.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
	(Constant)	.435	1.342		.863	.273					
1	X1	.218	.549	.590	2.426	.001	.846	.762	.362	.532	1,683
	X2	.293	.583	.782	1.439	.000	.539	.649	.487	.532	1,683
	X3	.429	.694	.503	2.493	.003	.462	.742	.531	.532	1,683

Based on the results of the heteroscedasticity test in the image above, it can be stated that there is an unclear pattern, the points are spread randomly and are spread above and below. under number 0 on the Y axis, it can be concluded that there are no symptoms of heteroscedasticity. After the data is tested using the classical assumption test and the data studied shows that all data are free from classical assumptions, the data is then processed into multiple regression analysis .



Based on Figure 4.2, it shows that this test contains unclear pattern, the dots spread randomly And spread on and under number 0 on Y axis. So it can be concluded that this did not happen heteroscedasticity.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	521,694	2	175,148	37,061	.000 ^b
	Residual	42685.061	65	75,517		
	Total	2157.381	67			

a. Dependent Variable: Y

b. Predictors: (Constant), X1,X2,X3

The results of the simultaneous test show that the significant value in the simultaneous test has a significant value of $0.01 < 0.05$, stating that the calculation shows that the variables X1, X2 and X3 have a joint influence on Y.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
	(Constant)	.435	1.342		.863	.273					
1	X1	.218	.549	.590	2.426	.001	.846	.762	.362	.532	1,683
	X2	.293	.583	.782	1.439	.000	.539	.649	.487	.532	1,683
	X3	.429	.694	.503	2.493	.003	.462	.742	.531	.532	1,683

From the results of hypothesis testing it was found:

1. The influence of lifestyle on financial management of young workers has a significant influence of $0.000 < 0.05$.
2. The influence of financial literacy on the financial management of young workers has a significant influence of $0.001 < 0.05$.
3. The influence of motivation to save on financial management of young workers has a significant influence of $0.000 < 0.05$.

Model Summary ^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.351 ^a	.632	.782	6.70327

a. Predictors: (Constant), X1,X2,X3

b. Dependent Variable: Y

Based on the results of the determination coefficient test, the R Square value is 0.602 or 60.2%. From these results, it shows that the independent variables (X1, X2, and X3) are able to explain the Y variable with a value of 60.2% and the remaining 39.8% is in other variables not mentioned in this study.

The Influence of Lifestyle on Workforce Financial Management

Based on the results of the study, it shows that the lifestyle variable affects the financial management of young workers, which has a significant value of $0.000 < 0.05$. From these results, it can be explained that the lifestyle of young people tends to be more difficult in managing finances and looks more wasteful in its management. However, in this case, young workers have better initiatives in managing their finances in arranging their old age. Their lifestyle also prioritizes appearance and style so that it looks more difficult and behind their instincts they also have thoughts in their future by saving, buying equipment that suits their living needs so that it can be said that they are able to manage their finances well. Young workers are also often influenced by the social environment which tends to have a high lifestyle so that make they will Keep going follow existing trends moment This until forget more needs important . From the results of this study it can be concluded that financial management for young workers can be influenced by their lifestyle.

The Influence of Financial Literacy on Financial Management of Workforce Young Work

The results of the analysis show that financial literacy has an effect on the financial management of young workers with a significant value of $0.001 < 0.05$. From these results, it can be explained that in financial management, young workers have managed their finances well. The majority of respondents in this study showed good money management skills. Although many statements were made by respondents, there was an agreement among the majority of respondents that individuals must have good knowledge and understanding of financial literacy for the present and to plan a better future. A strong foundation in financial literacy is needed for effective money management. The goal is to increase the financial well-being of young workers as well as good financial management and good literacy. In a study according to Sudarmi et al. (2024) found that good financial literacy is related to healthier financial behavior, such as budgeting and saving habits for future needs. In a study according

to Kusumawati et al. (2023) showed that individuals with high financial literacy tend to have a better understanding of financial products and risks, which contributes to more optimal personal financial management. Putri & Dewi (2021) emphasized that financial literacy has a positive effect on the financial management of young workers in Indonesia. This study shows that young workers with higher levels of financial literacy tend to be better able to manage their expenses, save more, and have a better understanding of investment and retirement planning. This proves that financial literacy plays a role not only in daily financial management but also in long-term financial planning. Sulaiman & Oktaviana (2022) also provide evidence that is in line . They found that the power Work young people who participated in the financial literacy training program showed significant changes in method they manage personal finances , including debt management And savings . Training This help they understand draft financial fundamentals such as flower compound And diversification investment , which improves their overall financial management . Rahman & Idris (2023) also provide insight more carry on about the influence of financial literacy on financial management of workers Work young people , especially in the digital era. They found that good financial literacy encourages utilization more financial technology effective , such as application financial planning and digital investment , which is increasingly popular among worker young .

The Influence of Savings Motivation on Financial Management

The results of the study showed that the motivation to save has an effect on the financial management of young workers with a significant value of $0.000 < 0.05$. In this case, young workers have great motivation to save for the needs they dream of, such as buying a house, vehicle and investment needs in their old age. In managing finances, young workers often save for more important needs so that they are more motivated to save. The results of the study also found that young workers are currently more focused on buying goods or needs that are more useful with a lot of money, so one way is to save from the wages they have earned so that they can buy goods that have a nominal value greater than their wages. They are also very motivated to work to achieve the results they want. The results of previous studies according to Hasmaini & Siregar (2024) also showed a positive relationship between high motivation to save and better saving behavior, especially among young workers. According to Poddal & Alimuddin (2023), individuals with strong savings motivation are more likely to implement effective financial management strategies, such as preparing a budget and reducing unnecessary expenses.

¹ Jurisprudencelegal Science, *Jurisprudence or Legal Science? : A Debate about the Nature of Legal Theory, Jurisprudence or Legal Science? : A Debate about the Nature of Legal Theory*, 2014

<<https://doi.org/10.5040/9781472563347>>.

² Jae Hyup Lee, 'Journal of Korean Law', 9.1 (2009)

<<https://doi.org/10.1146/annurev.psych.56.091103.070307>>.

CONCLUSION

From the results it is also concluded that in the lifestyle of young people tend to be more difficult in managing finances and look more wasteful in managing them. Their lifestyle also prioritizes appearance and style so that it looks more difficult and behind their instincts they also have thoughts in their future by saving, buying equipment that suits their living needs so that it can be said that they are able to manage their finances well. From the results it can be concluded that in financial management young workers in managing finances are already good and most respondents in this study showed good money management skills. From the results of the study it was concluded that young workers have great motivation in saving for the needs they dream of such as buying a house, vehicle and investment needs during their parents. In managing finances, young workers often save for more important needs so that they are more motivated in saving.

BIBLIOGRAPHY

Abnur, a., wibowo, a. e., yulianti, m., & maldin, s. a. (2024). literasi keuangan, pembelajaran manajemen keuangan di perguruan tinggi terhadap gaya hidup dan semangat berwirausaha. *jurnal akuntansi barelang*, 8(2), 15-27.

adam, m., lubis, t., siregar, t. n., thasmi, c. n., rosmaidar, r., & roslizawaty, r. (2023). perbandingan kinerja birahi sapi aceh pada kondisi suhu lingkungan yang berbeda. *jurnal ilmiah mahasiswa veteriner*, 7(3).

ahunov, m., & van hove, l. (2020). national culture and financial literacy: international evidence. *applied economics*, 52(21), 2261-2279.

amanah, dkk. 2020. "mengawal generasi berkarakter madani melalui layanan bkyangterintegritas" <https://jamberita.com/read/2020/08/19/5961218/mengawal-generasi-berkarakter-madani-melalui-layanan-bk-yangterintegritas/> diakses pada 04 februari 2022 pukul 00.20.

ardiyanti, n. (2022). *pengaruh literasi keuangan, kemudahan akses paylater, dan keinginan terhadap perilaku konsumtif dengan gaya hidup sebagai variabel mediasi (studi pada mahasiswa pengguna aplikasi shopee di prodi manajemen universitas muhammadiyah metro)* (doctoral dissertation, universitas muhammadiyah metro).

arianti, b. f. (2022). literasi keuangan (teori dan implementasinya).

arifudin, opan., dkk. (2020). "pengaruh gaya kepemimpinan transformasional dan transaksional dengan kinerja karyawan bri syariah subang. *jurnal manajemen & kewirausahaan* vol.5 no.2. november 2020, hal. 157-163." diakses dari http://ejournal.unira.ac.id/index.php/jurnal_makro_manajemen/article/view/962.

arlinawati, m., sawitri, n. n., dan utomo. k. w. 2020. the sensitivity of financial position and financial behavior of young workers. *jurnal manajemen*, 24(2), pp.232-249

badan pusat statistik. (2021). jumlah angkatan kerja 2011-2020. retrieved from badan pusat statistik provinsi jawa tengah: <https://jateng.bps.go.id/indicator/6/82/4/jumlah-angkatan-kerja.html>

baptista, smj, & dewi, as (2021). pengaruh sikap keuangan, literasi keuangan, dan locus

of control terhadap perilaku pengelolaan keuangan. *jurnal internasional ilmu sosial dan bisnis* , 5 (1), 93-98.

borges ramalho, t., & forte, d. (2019). financial literacy in brazil – do knowledge and self-confidence relate with behavior? *rausp management journal*, 54(1), 77–95.
<https://doi.org/10.1108/rausp-04-2018-0008>

bukhari, e., narpati, b., & fikri, a. w. n. (2021). pengaruh tingkat pendidikan dan pendapatan terhadap minat menabung:(studi kasus pada warga 07 kampung kb marga mulya bekasi utara). *jurnal ilmiah akuntansi dan manajemen*, 17(1), 1-6.

dewi et al. 2021. “pengaruh struktur kepemilikan, komite audit, profil perusahaan dan rasio aktivitas terhadap pengungkapan corporate social responsibility (csr)”. *jurnal kharisma*. universitas mahasaraswati. denpasar.

Lee, Jae Hyup, ‘Journal of Korean Law’, 9.1 (2009)
<<https://doi.org/10.1146/annurev.psych.56.091103.070307>>