

## The Effect of Financial Literacy, Income, and Lifestyle on Financial Management with Locus of Control as an Intervening Variable in Employees PT Alfa Scorpii Main Dealer Medan

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### ABSTRACT

This study aims to analyze the influence of Financial Literacy, Income, and Lifestyle on Financial Management with Locus of Control as a mediating variable in employees of PT Alfa Scorpii Main Dealer Medan. This study uses a quantitative method with a causal associative approach. The study population was all contract employees of the operation section totaling 40 people, and used saturated sampling techniques. The data analysis technique used Structural Equation Modeling (SEM) based on Partial Least Square (PLS) with SmartPLS software. The results of the study show that: Lifestyle has a positive and significant effect on the Locus of Control and Financial Management; Financial Literacy has a positive and significant effect on the Locus of Control and Financial Management; Revenue has a positive and significant effect on the Locus of Control and Financial Management; Financial Management has a positive and significant effect on the Locus of Control. The results of the mediation test showed that Financial Management was able to mediate the influence of Lifestyle on the Locus of Control and Income on the Locus of Control, but was unable to mediate the influence of Financial Literacy on the Locus of Control. The R-Square value shows that independent variables are able to explain Locus of Control by 56.4% and Financial Management by 35.5%, with a Q<sup>2</sup> value of 0.719 which indicates that the model has strong predictive relevance. This study concludes that Financial Literacy, Income, and Lifestyle are important factors that affect employee Financial Management, and Financial Management plays a role as a partial mediator in increasing the Locus of Control of employees of PT Alfa Scorpii Main Dealer Medan. An abstract is often presented separate from the article, so it must be able to stand alone. A well-prepared

## Introduction

Good financial management is one of the keys to individual well-being in this modern era. A person's ability to manage personal finances not only affects short-term financial conditions, but also determines the quality of life in the future. Financial management is essentially the process of managing and utilizing funds in daily life, both by individuals and groups, with the main goal of achieving financial well-being. According to (Supiyanto et al., 2023), financial management is a series of activities that involve businesses in obtaining funds or capital and using these funds effectively and efficiently. Good financial management not only includes how a person plans, manages, and allocates their financial resources, but is also closely related to the individual's ability to make the right decisions regarding spending, investing and saving for the future. A strong understanding of basic financial concepts and risks, as well as the ability to apply this knowledge in financial management, both to improve personal and community financial conditions (Maya Macia Sari, Sari, Pohan, & Syahputri, 2023).

PT Alfa Scorpii Main Dealer Medan as one of the leading automotive distribution companies in North Sumatra has employees with diverse backgrounds and income levels, both related to work demands and personal needs. Differences in financial literacy levels, income, and lifestyle among employees have the potential to cause variations in the quality of financial management. A phenomenon that often occurs among employees is the gap between the income received and the ability to manage finances optimally. It is not uncommon to find employees with relatively high incomes who actually experience financial difficulties at the end of the month, while employees with lower incomes are able to manage their finances well. Financial difficulties are not only caused by lack of financial preparation and low income, but can also be caused by poor financial management practices such as credit abuse (Chairiah & Siregar, 2022). This indicates that factors other than income also play a role in determining the quality of a person's financial management.

One of the things that can affect financial management behavior can be seen from financial literacy, where Financial Literacy is needed for a person to be free from financial difficulties (Ardian et al., 2023). According to research (Tasia & Widarno, 2025), financial literacy is an important thing that cannot be separated in the process of managing finances. Financial literacy has emerged as an important ability that must be possessed in order to be able to understand, assess, and utilize technology-based financial services effectively (Sari & Sari, 2025). According to (Mansur, 2023) in (Rambe et al., 2025) financial literacy can be interpreted as the knowledge possessed by someone related to the existence of a financial institution, both the type of product issued and the benefits and losses that will arise from the product. Overall, financial literacy can be interpreted as a series of processes or activities to improve knowledge, skills, and confidence in order to be able to manage personal finances better. Financial literacy is defined as knowledge, skills, and beliefs, which affect attitudes and behaviors to improve the quality of decision-making and financial management in order to achieve prosperity (OJK, 2019). The existence of financial knowledge and financial literacy will help individuals in managing personal financial planning, so that the individual can maximize the value, time, money and profits obtained by individuals will be greater and will improve their standard of living. Research by (Siregar & Nasution, 2022) and (Gunawan & Hernawaty, 2025) shows that financial literacy has a positive and significant effect on financial management behavior. The results of this study are also in line with the research (Harahap et al., 2025), but it is also different

from the research conducted by (Wardani & Fitrayati, 2022) stating that financial literacy has no effect on financial management.

In addition to financial literacy, income level is also an important variable that determines a person's financial management behavior. Income plays a role as the basis for meeting needs and the ability to make more rational financial decisions (Herdjiono & Damanik, 2018). According to (Gahagho et al., 2021), income can be understood as a financial supplement that is used to support needs and increase individual wealth. This means that people with large incomes tend to be more responsible in managing their money (Buderini et al., 2023). Higher incomes provide a wider space for individuals to make a variety of choices in financial management. The results of this study are in line with the research (Nurwahyuni et al., 2025) which states that income has a positive and significant effect on financial management. Meanwhile, research conducted by (Bakhtiar et al., 2024) states that income has no effect on financial management.

In addition, lifestyle can also affect financial management behavior, where lifestyle can be interpreted as a reflection of the way a person lives their life which is formed from social interaction, and reflected through activities, interests, and views on how they use money and time (Azizah, 2020). When a person has a consumptive tendency, the spending pattern that is formed is often unbalanced, which has an impact on the low ability to save and invest. A person's financial behavior can be reflected in how well they manage their savings, and it is also reflected in other expenses. Such as the habit of spending time with friends, spending time with culinary activities, watching movies, and others, has become a bad habit and one of the factors that increase monthly expenses (Thamrin & Saleh, 2021). Income levels and the social environment, including employment relationships, are factors that also influence the formation of these lifestyle patterns (Apriana, 2023) in (Sihombing & Sari, 2025). Research (Harahap, 2024) and (Harahap et al., 2025) show that consumptive lifestyles have a negative effect on financial management, reinforcing that lifestyle has a positive and significant effect on financial management. Meanwhile, research conducted by (Mukhlisiah, 2023) states that lifestyle has no effect on financial management.

In addition, *the locus of control* can also affect financial management, where the locus of control is the perspective or belief that an individual has that everything that happens that affects him is the result of his own decisions and actions. Individuals who have a high locus of control will also have high performance because the individual will do a good job and be willing to help solve the problem of co-workers where employees are willing not to be paid in certain forms of money or bonuses, but rather in the social behavior of each individual, to work beyond what is expected, such as helping co-workers voluntarily (Robbins & Judge, 2019). A person who has a strong internal *locus of control* and high confidence is likely to be able to handle financial issues quickly and efficiently in managing their finances, (Agustin & Prapanca, 2023). People with *an internal locus of control are usually more proactive and responsible in managing their finances, while those with an external locus of control* tend to rely on external factors or luck. Individuals can better manage their finances by developing a positive attitude that shows that they are in control of their financial situation. The results of this study are in line with research (Tasia & Widarno, 2025) which states that locus of control has a positive and significant effect on financial management. Meanwhile, research conducted by (Biya & Asandimitra, 2020) states that *the locus of control* has no effect on financial management.

Based on the overall results of the pre-survey, it can be concluded that low financial literacy, limited income, tendency to a consumptive lifestyle, and locus of control that still tends to be external are suspected to have an effect on the low level of financial management of employees of PT. Alfa Scorpii Main Dealer Medan. Therefore, the author is interested in conducting a study entitled "The Influence of Financial Literacy, Income, and Lifestyle on Financial Management with *Locus Of Control* as an Intervening Variable in Employees of PT Alfa Scorpii Main Dealer Medan".

## RESEARCH METHODS

### Approaches and Types of Research

This study uses a quantitative research approach, which is based on data in quantitative form, expressed in the form of numbers or numbers (Suliyanto, 2018). The quantitative approach in this study is applied through a descriptive method, which aims to describe the phenomenon as it is without analyzing the relationships between variables in depth (Sugiyono, 2022). This research was conducted on employees of PT Alfa Scorpii Main Dealer Medan.

### Population and Research Sample

Population is a generalized area consisting of objects or subjects that have certain qualities and characteristics that are determined by the researcher to be studied and then drawn conclusions (Sugiyono, 2022). The population in this study is employees of PT Alfa Scorpii Main Dealer Medan in the operation section, namely 40 contract employees in the operation section. Samples are part of the number and characteristics possessed by the population (Sugiyono, 2022). The sampling technique in this study uses saturated sampling, which is to use the entire population in this study, namely as many as 40 contract employees working at PT Alfa Scorpii Main Dealer Medan in the operation section.

### Data Types and Sources

This study uses two types of data, namely primary data and secondary data. Primary data were obtained directly from the respondents through the distribution of questionnaires containing structured statements about the research variables using a Likert scale of 1-5 (Strongly Disagree to Strongly Agree). The questionnaire was distributed to 55 employees of the operation section of PT Alfa Scorpii Main Dealer Medan to obtain information about their perception of the variables studied. Secondary data is obtained from various supporting sources such as company documents, company profiles, organizational structures, personnel data, literature, scientific journals, books, and previous research relevant to the research topic to strengthen the theoretical foundation and analysis results.

### Data Analysis Techniques

The data analysis technique in this study uses Structural Equation Modeling (SEM) based on Partial Least Square (PLS) with the latest version of SmartPLS software. The

analysis was carried out through two stages of evaluation, namely the evaluation of the measurement model (outer model) and the evaluation of the structural model (inner model). The evaluation of the outer model was carried out to test the validity and reliability of the research instrument through convergent validity tests (loading factor  $> 0.70$  and AVE  $> 0.50$ ), discriminant validity (Fornell-Larcker and Cross Loading values), and reliability (Cronbach's Alpha and Composite Reliability  $> 0.70$ ). Furthermore, an internal model evaluation was carried out to test the causal relationship between latent variables through R-Square values, Q-Square (predictive relevance), and hypothesis testing using bootstrapping by looking at statistical T-values ( $> 1.96$ ) and P-values ( $< 0.05$ ) to determine the significance of the influence of independent variables on dependent variables at a confidence level of 95%.

## Results and Discussion

### 1. Overview of Research Objects

PT Alfa Scorpii Main Dealer Medan is a company engaged in the sales and distribution of motor vehicles located in the city of Medan, North Sumatra. This company has an organizational structure consisting of several main divisions, namely sales, marketing, after sales service, finance, and operations divisions which are the focus of this research. The operation of PT Alfa Scorpii Main Dealer Medan has an important role in supporting the smooth operation of the company which includes administrative activities, logistics, warehousing, and other supporting services. The respondents in this study are all employees of the operations department totaling 55 people with various characteristics in terms of age, gender, education level, and working period, all of whom are directly involved in the company's daily operational activities and have a significant contribution to the achievement of organizational goals.

### 2. Descriptive Statistical Analysis

Descriptive Statistical Analysis is a section that presents an overview of each research variable based on the mean, median, and maximum values of the answers of the respondents of PT Alfa Scorpii Main Dealer Medan employees in the operational section before further testing is carried out.

**Table 1** Descriptive Statistical Analysis

### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Literasi Keuangan	40	11	25	19.85	3.317
Pendapatan	40	9	20	15.15	2.732
Gaya Hidup	40	7	15	11.35	2.338
Pengelolaan Keuangan	40	9	20	14.93	2.536
Lotus of Control	40	12	25	18.98	2.991
Valid N (listwise)	40				

Source: SmartPLS Data Processing Results. 2026

Based on Table 1 of Descriptive Statistical Analysis, the Financial Literacy variable has a minimum value of 11, a maximum of 25, and a mean value of 19.85 while Income shows a minimum value of 9, a maximum of 20, with a mean value of 15.15. The Lifestyle variable has a minimum value of 7 and a maximum of 15 with an average value of 11.35, while Financial Management shows a minimum value of 9, a maximum of 20, and a mean value of 14.93. The *Locus of Control variable* has a minimum value of 12, a maximum of 25, with an average value of 18.98.

### 3. Evaluation of Measurement Models (*Outer Model*)

Evaluation of the Measurement Model (*Outer Model*) is an analysis stage in SmartPLS which aims to assess the feasibility of indicators in measuring research constructs, so that it can be ensured that the instruments used are valid and reliable. Testing on the evaluation of the measurement model (*outer model*) includes convergent validity, discriminant validity, and construct reliability.

#### a. Validitas Convergence

Convergent Validity is a test to ensure that the indicators in a construct are correlated with each other and are able to represent the construct being measured. The validity of the convergence is stated to be fulfilled if the outer loading value is  $\geq 0.70$  and the Average Variance Extracted (AVE) value is  $\geq 0.50$ , which indicates that the indicator is able to represent the construct well (*Hair et al., 2019*).

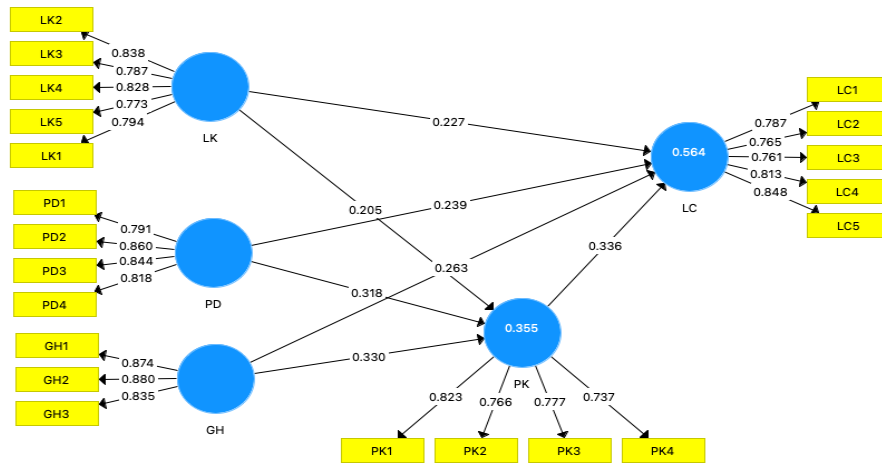


Figure 1. Outer Model

Table 2 Outer Loading Results

	GH	LC	LK	PD	PK
GH1	0,874				
GH2	0,880				
GH3	0,835				
LC1		0,787			
LC2		0,765			
LC3		0,761			
LC4		0,813			
LC5		0,848			
LK2			0,838		
LK3			0,787		
LK4			0,828		
LK5			0,773		
PD1				0,791	
PD2				0,860	
PD3				0,844	
PD4				0,818	
PK1					0,823
PK2					0,766
PK3					0,777
PK4					0,737
LK1			0,794		

Source: SmartPLS Data Processing Results. 2026

Based on the results of outer loading in Table 2., all indicators in each construct show a loading value that is above the limit of provisions, so that each indicator is declared

to be able to represent its construct well and meet the criteria of convergent validity, which shows that the measurement model is suitable for further analysis.

### b. Discriminatory Validity

Discriminant Validity is a test to ensure that each construct in the research model has a clear difference from the other constructs. The test was carried out using *the Fornell–Larcker criteria*, which is to compare the root value of AVE with the correlation between constructs, and HTMT, provided that the HTMT value  $\leq 0.90$  indicates that the discriminant validity is met (*Hair et al., 2019*).

**Table 3.** Fornell–Larcker

	GH	LC	LK	PD	PK
GH	0,863				
LC	0,545	0,796			
LK	0,247	0,416	0,804		
PD	0,282	0,475	0,081	0,828	
PK	0,470	0,633	0,312	0,427	0,776

Source: SmartPLS Data Processing Results. 2026

Based on the results of the discriminant validity test with *the Fornell–Larcker criteria*, the root value of AVE in each construct is greater than its correlation value for other constructs, so it can be concluded that all constructs in this research model meet the discriminant validity.

**Tabel 4.** Heterotrait–Monotrait Ratio (HTMT)

	GH	LC	LK	PD	PK
GH					
LC	0,639				
LK	0,282	0,473			
PD	0,337	0,536	0,112		
PK	0,571	0,761	0,372	0,504	

Source: SmartPLS Data Processing Results. 2026

Based on the results of the *Heterotrait–Monotrait Ratio (HTMT)* test in Table 4, all HTMT values between constructs are below the  $\leq$  limit of 0.90, so it can be concluded that each construct in this research model has met the criteria for discriminant validity

### c. Construct Reliability

Construct Reliability is a test to assess the internal consistency of indicators in measuring a construct, which is stated to be fulfilled if *Cronbach's Alpha* value  $\geq 0.70$  and *Composite Reliability*  $\geq 0.70$  (*Hair et al., 2019*).

**Table 5. Cronbach's Alpha and Composite Reliability**

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
GH	0,829	0,837	0,898	0,745
LC	0,855	0,864	0,896	0,633
LK	0,865	0,873	0,902	0,647
PD	0,850	0,877	0,897	0,686
PK	0,780	0,782	0,858	0,603

Source: SmartPLS Data Processing Results. 2026

Based on Table 5, all of the study constructs showed *Cronbach's Alpha*  $\geq$  value of 0.70 and *Composite Reliability*  $\geq$  0.70, so it can be concluded that the indicators in each construct have good internal consistency and the reliability of the construct has been met.

**4. Evaluation of Structural Models (Inner Model)**

Structural Model Evaluation (Inner Model) is an analysis stage to assess the relationship between latent constructs and the model's ability to explain and predict dependent variables. The tests include R-Square, Effect Size ( $f^2$ ), and Predictive Relevance ( $Q^2$ ) (Hair et al., 2019).

**a. R-Square**

R-Square is a measure that shows the ability of independent variables to explain the variation of dependent variables, provided that the values are 0.75 strong, 0.50 moderate, and 0.25 weak (Hair et al., 2019).

**Table 6. R-Square**

	R Square	R Square Adjusted
LC	0,564	0,541
PK	0,355	0,330

Source: SmartPLS Data Processing Results. 2026

Based on the results of the R-Square analysis in Table 6, it shows that the independent variable is able to explain the Locus of Control (LC) variable of 0.564 or 56.4%, which means that the model's predictive ability is in the moderate category close to strong according to the criteria of Hair et al. (2019), where the remaining 43.6% is influenced by other factors outside the research model. Meanwhile, the Financial Management (PK) variable has an R-Square value of 0.355 or 35.5% which is included in the moderate category, which indicates that the independent variables in this study are able to explain the variation in financial management by 35.5%, while the remaining 64.5% are influenced by other variables that are not included in the research model.

**a. Effect Size ( $f^2$ )**

*Effect Size* ( $f^2$ ) is used to assess the magnitude of the influence of each independent variable on the dependent variable, provided that the values are 0.02 small, 0.15 medium, and 0.35 large (Hair et al., 2019).

**Tabel 7.** Effect Size ( $f^2$ )

	LC	PK
GH	0,121	0,147
LC		
LK	0,104	0,061
PD	0,106	0,144
PK	0,167	

Source: SmartPLS Data Processing Results. 2026

Based on the results of the Effect Size ( $f^2$ ) analysis in Table 7, it is shown that the influence of each independent variable on the dependent variable varies. Lifestyle (GH) has an effect size on Locus of Control (LC) of 0.121 (medium) and on Financial Management (PK) of 0.147 (moderate). Financial Literacy (LK) showed an effect size on the Locus of Control of 0.104 (medium) and on Financial Management of 0.061 (small). Revenue (PD) has an effect size on Locus of Control of 0.106 (medium) and on Financial Management of 0.144 (medium). Meanwhile, the Locus of Control (LC) shows an effect size on Financial Management (PK) of 0.167 (medium). Based on the criteria of Hair et al. (2019), overall the majority of independent variables have an influence in the moderate category on dependent variables, with Financial Literacy to Financial Management having the least influence, while Locus of Control contributes the greatest influence to Financial Management.

**b. Predictive Relevance ( $Q^2$ )**

*Predictive Relevance* ( $Q^2$ ) is used to assess the predictive ability of a structural model, where a value of  $Q^2 > 0$  indicates that the model has good predictive ability (Hair et al., 2019). Predictive Relevance is calculated using the blindfolding approach in SmartPLS, with the formula:

$$Q^2 = 1 - \prod_{i=1}^n (1 - R_i^2)$$

$$Q^2 = 1 - [(1 - 0,564) \times (1 - 0,355)]$$

$$Q^2 = 1 - [(0,436) \times (0,645)]$$

$$Q^2 = 1 - 0,281$$

$$Q^2 = 0,719$$

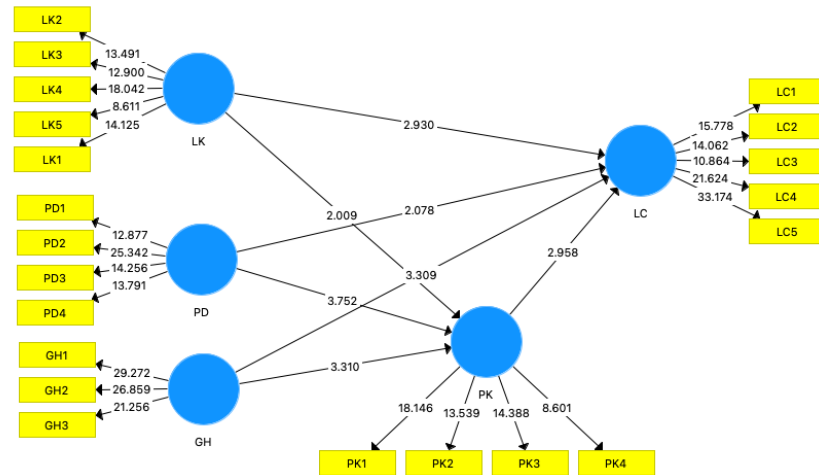
The value of  $Q^2 = 0.719 >$

0 indicates that the research structural model has good predictive ability to explain the variation in *the Locus of Control* and Financial Management of employees of PT Alfa Scorpil Main

Dealer Medan, so that the research model is feasible to use for the analysis of the relationship between variables.

**5. Hypothesis Test**

Hypothesis testing was carried out to determine the direction and significance of the influence between research variables through the path coefficient value, t-statistic > 1.96, and p-value < 0.05 based on the results of bootstrapping on SmartPLS (Hair et al., 2019).



**Figure 2. Bootstrapping Results**

**Tabel 8. Path Coefficient**

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
GH -> LC	0,263	0,259	0,080	3,309	0,001
GH -> PK	0,330	0,322	0,100	3,310	0,001
LK -> LC	0,227	0,229	0,077	2,930	0,004
LK -> PK	0,205	0,215	0,102	2,009	0,045
PD -> LC	0,239	0,245	0,115	2,078	0,038
PD -> PK	0,318	0,330	0,085	3,752	0,000
PK -> LC	0,336	0,330	0,114	2,958	0,003

Source: SmartPLS Data Processing Results. 2026

Based on Table 8 Path Coefficient, the following are the results of the path coefficient test for each variable relationship:

a. Influence of Lifestyle (GH) on *Locus of Control* (LC)

The test results showed that Lifestyle had a positive and significant effect on *the Locus of Control* with a path coefficient value of 0.263, a t-statistic value of 3.309 (> 1.96), and a p-value of 0.001 (< 0.05) meaning that the better the employee's lifestyle, the significantly increased *their locus of control*, so the hypothesis was accepted.

b. The Influence of Lifestyle (GH) on Financial Management (PK)

- The test results showed that Lifestyle had a positive and significant effect on Financial Management with a *path coefficient* value of 0.330, a t-statistic value of 3.310 ( $> 1.96$ ), and a p-value of 0.001 ( $< 0.05$ ) meaning that a good lifestyle would significantly improve employees' financial management skills, so the hypothesis was accepted.
- c. The Effect of Financial Literacy (LK) on *Locus of Control* (LC)  
The test results showed that Financial Literacy had a positive and significant effect on *the Locus of Control* with a path coefficient value of 0.227, a t-statistic value of 2.930 ( $> 1.96$ ), and a p-value of 0.004 ( $< 0.05$ ). This indicates that the higher the financial literacy of employees, it will significantly increase their *locus of control* in managing personal finances, so the hypothesis is accepted.
- d. The Effect of Financial Literacy (LK) on Financial Management (PK)  
The test results showed that Financial Literacy had a positive and significant effect on Financial Management with a path coefficient value of 0.205, a t-statistical value of 2.009 ( $> 1.96$ ), and a p-value of 0.045 ( $< 0.05$ ). This proves that increasing financial literacy will improve employees' financial management skills, although with a relatively smaller influence than other variables, so the hypothesis is accepted.
- e. Effect of Revenue (PD) on *Locus of Control* (LC)  
The test results showed that Income had a positive and significant effect on *the Locus of Control* with a path coefficient value of 0.239, a t-statistic value of 2.078 ( $> 1.96$ ), and a p-value of 0.038 ( $< 0.05$ ). This indicates that an adequate level of income will significantly increase the employee's locus of control in managing their finances, so the hypothesis is accepted.
- f. The Influence of Income (PD) on Financial Management (PK)  
The test results show that Revenue has a positive and significant effect on Financial Management with a path coefficient value of 0.318, a t-statistic value of 3.752 ( $> 1.96$ ), and a p-value of 0.000 ( $< 0.05$ ). This proves that the income that employees receive has a strong and significant influence on their ability to manage personal finances, so the hypothesis is accepted.
- g. The Influence of Financial Management (PK) on the Locus of Control (LC)  
The test results showed that Financial Management had a positive and significant effect on the Locus of Control with a path coefficient value of 0.336, a t-statistic value of 2.958 ( $> 1.96$ ), and a p-value of 0.003 ( $< 0.05$ ). This indicates that good financial management skills will increase the locus of control of employees, where financial management has the greatest influence compared to other variables on the locus of control, so the hypothesis is accepted.

**Table 9.** Specific Indirect Effects

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
GH -> PK -> LC	0,111	0,108	0,052	2,123	0,034
LK -> PK -> LC	0,069	0,073	0,047	1,475	0,141
PD -> PK -> LC	0,107	0,110	0,050	2,117	0,035

Source: SmartPLS Data Processing Results. 2026

The following is the narrative of the indirect effects test results for each variable relationship:

- a. Indirect Influence of Lifestyle (GH) on *Locus of Control* (LC) through Financial Management (PK)

The test results showed that Lifestyle had a positive and significant effect on *the Locus of Control* through Financial Management as a mediating variable with a path coefficient value of 0.111, a t-statistical value of 2.123 ( $> 1.96$ ), and a p-value of 0.034 ( $< 0.05$ ). This indicates that Financial Management is able to mediate the relationship between Lifestyle and Locus of Control significantly, where a good lifestyle will improve financial management ability which ultimately increases the employee's locus of control, so that the mediation hypothesis is accepted.

- b. The Indirect Influence of Financial Literacy (LK) on *the Locus of Control* (LC) through Financial Management (PK)

The test results showed that Financial Literacy had no significant effect on *the Locus of Control* through Financial Management as a mediation variable with a path coefficient value of 0.069, a t-statistical value of 1.475 ( $< 1.96$ ), and a p-value of 0.141 ( $> 0.05$ ). This indicates that Financial Management is unable to mediate the relationship between Financial Literacy and *the Locus of Control*, which means that the influence of Financial Literacy on *the Locus of Control* is more direct without going through Financial Management as an intermediary, so the mediation hypothesis is rejected.

- c. Indirect Influence of Income (PD) on *Locus of Control* (LC) through Financial Management (PK)

The test results showed that Revenue had a positive and significant effect on *the Locus of Control* through Financial Management as a mediating variable with a path coefficient value of 0.107, a t-statistical value of 2.117 ( $> 1.96$ ), and a p-value of 0.035 ( $< 0.05$ ). This indicates that Financial Management is able to mediate the relationship between Revenue and *the Locus of Control* significantly, where adequate income will increase financial management ability which further has an impact on increasing the employee's *locus of control*, so that the mediation hypothesis is accepted.

## Conclusion

Based on the results of the analysis and discussion of the research above, it can be concluded as follows:

1. Lifestyle had a positive and significant effect on *the Locus of Control* of employees of PT Alfa Scorpii Main Dealer Medan in the operation section, with a path coefficient value of 0.263, t-statistic of 3.309, and p-value of 0.001.
2. Lifestyle has a positive and significant effect on the Financial Management of employees of PT Alfa Scorpii Main Dealer Medan in the operation section, with a path coefficient value of 0.330, t-statistic of 3.310, and p-value of 0.001.
3. Financial Literacy has a positive and significant effect on *the Locus of Control* of employees of PT Alfa Scorpii Main Dealer Medan in the operation section, with a path coefficient value of 0.227, t-statistic of 2.930, and p-value of 0.004.
4. Financial Literacy has a positive and significant effect on the Financial Management of employees of PT Alfa Scorpii Main Dealer Medan in the operation section, with a path coefficient value of 0.205, t-statistic of 2.009, and p-value of 0.045.

5. Revenue has a positive and significant effect on the *Locus of Control* of employees of PT Alfa Scorpii Main Dealer Medan in the operation section, with a *path coefficient* value of 0.239, t-statistic of 2.078, and p-value of 0.038.
6. Revenue has a positive and significant effect on the Financial Management of employees of PT Alfa Scorpii Main Dealer Medan in the operation department, with a *path coefficient* value of 0.318, t-statistic of 3.752, and p-value of 0.000.
7. Financial Management has a positive and significant effect on the *Locus of Control* of employees of PT Alfa Scorpii Main Dealer Medan in the operation section, with a *path coefficient* value of 0.336, t-statistic of 2.958, and p-value of 0.003.
8. Financial Management was able to mediate the influence of Lifestyle on *the Locus of Control* of employees of PT Alfa Scorpii Main Dealer Medan in the operation section significantly, with a *path coefficient* value of 0.111, t-statistic of 2.123, and p-value of 0.034.
9. Financial Management was unable to mediate the influence of Financial Literacy on *the Locus of Control* of employees of PT Alfa Scorpii Main Dealer Medan in the operation section, with a *path coefficient* value of 0.069, t-statistic of 1.475, and p-value of 0.141.
10. Financial Management is able to mediate the influence of Revenue on *the Locus of Control* of employees of PT Alfa Scorpii Main Dealer Medan in the operation section significantly, with a *path coefficient* value of 0.107, t-statistic of 2.117, and p-value of 0.035.

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