

Atf için / for cited: Uysal, B., Demirkıran, M., Bayer, E. (2022). Investigation of the Attitudes of Emergency Healthcare Service Employees Regarding Financial Planning and Management in Terms of Various Variables, Journal of Vocational and Social Sciences of Turkey, Yıl: 4, Sayı: 8, Nisan 2022, s.49-56.

INVESTIGATION OF THE ATTITUDES OF EMERGENCY HEALTHCARE SERVICE EMPLOYEES REGARDING FINANCIAL PLANNING AND MANAGEMENT IN TERMS OF VARIOUS VARIABLES

Burhanettin UYSAL*

Mustafa DEMİRKIRAN**

Ertuğrul BAYER***

ABSTRACT

This study was conducted to examine employees' attitudes towards financial planning and management in terms of various variables (age, gender, marital status, educational status, number of children, spouse working status, vehicle ownership, and house ownership). The study focused on the health sector and emergency healthcare service employees. The data needed to test the stated hypotheses were collected using the survey method. The application of the questionnaire was carried out on the healthcare employees working at the Central 112 stations affiliated with the Isparta Provincial Ambulance Service Chief Physician, using face-to-face and online methods. As a result of the study, 131 healthcare employees completed the questionnaire, and the participation rate was 87.9%. According to the results of the comparative analysis, there is no meaningful differentiation regarding all variables. Likewise, according to the logistic regression analysis results performed to examine whether categorical variables affect financial planning and management, no significant effect was found for all variables.


Keywords: Financial Planning and Management, Financial Attitudes, Healthcare Service Employees.

JEL Classification Codes: D14, D91, E21, G40, G41.


ACİL SAĞLIK HİZMETİ ÇALIŞANLARININ FİNANSAL PLANLAMA VE YÖNETİME İLİŞKİN TUTUMLARININ ÇEŞİTLİ DEĞİŞKENLER AÇISINDAN İNCELENMESİ

ÖZET

Bu araştırma, çalışanların finansal planlama ve yönetime ilişkin tutumlarını çeşitli değişkenler (yaş, cinsiyet, medeni durum, eğitim durumu, çocuk sayısı, eş çalışma durumu, araç sahipliği ve ev sahipliği) açısından incelemek amacıyla yapılmıştır. Araştırmada sağlık sektörüne ve acil sağlık hizmeti çalışanlarına odaklanılmıştır. Belirtilen hipotezleri test etmek için ihtiyaç duyulan veriler anket yöntemi kullanılarak toplanmıştır. Anketin uygulaması, Isparta İl Ambulans Servisi Başhekimliğine bağlı Merkez 112 istasyonlarında görev yapan sağlık çalışanları üzerinde, yüz yüze ve online yöntemler kullanılarak yapılmıştır. Araştırma sonucunda toplam 131 sağlık çalışanı anketi doldürmüş ve katılım oranı %87,9 olarak gerçekleşmiştir. Karşılaştırma analizi sonuçlarına göre tüm değişkenler açısından anlamlı bir farklılaşma bulunmamaktadır. Benzer şekilde, kategorik değişkenlerin finansal planlama ve yönetim üzerinde etkisinin olup olmadığını

*  Bilecik Şeyh Edebali Üniversitesi, Sağlık Bilimleri Fakültesi, Sağlık Yönetimi Bölümü, Dr.Öğr.Üyesi, burhanettin.uysal@bilecik.edu.tr

**  Isparta Uygulamalı Bilimler Üniversitesi, Isparta Meslek Yüksekokulu, Yönetim ve Organizasyon Bölümü, Doç.Dr., mustafademirkiran@isparta.edu.tr

***  Isparta Uygulamalı Bilimler Üniversitesi, Eğirdir Meslek Yüksekokulu, Yönetim ve Organizasyon Bölümü, Dr.Öğr.Üyesi, ertugrulbayer@isparta.edu.tr

incelemek için yapılan lojistik regresyon analizi sonuçlarına göre de tüm değişkenler için anlamlı bir etki bulunmamıştır.

Anahtar Kelimeler: Finansal Planlama ve Yönetim, Finansal Tutum, Sağlık Hizmeti Çalışanları.

JEL Sınıflandırma Kodları: D14, D91, E21, G40, G41.

INTRODUCTION

People who try to spend some of their earned money and invest some of it make the right decision in spending and investment planning, requiring individuals' financial behaviors to be real and rational. Keeping the monetary amounts allocated to investments high can make it difficult to meet daily needs. Good financial planning and financial management can ensure that both daily needs are met at a reasonable level and that the level of financial investment is rational. Individuals act with their ideas, experiences, abilities, and free will to manage their earnings. Although there is some external guidance while showing financial behavior, the individuals themselves make the final decisions for financial planning and financial management. Therefore, the results of financial behavior can, directly and indirectly, affect both the economic situation of individuals and the economic situation of countries.

This study was conducted to examine employees' attitudes towards financial planning and management in terms of various variables. When the purpose of the study is examined, three basic concepts emerge. These are financial behavior, financial planning, and financial management. Financial behavior is a concept that includes cash management, savings, investment, credit use, and insurance (Dew and Xiao, 2011). The financial sector acts as an intermediary in fulfilling the investments that people will make for the future by meeting their daily life needs (Bayram, 2015). From this perspective, spending and investing in the financial sector requires the right action. With the increase in financial literacy levels of individuals in their financial attitudes and behaviors, their awareness of individual financial issues also increases. In this context, financial literacy impacts individuals' financial behavior (Alkaya and Yağlı, 2015; Sukamdani et al., 2020). At the same time, non-financial factors in people's lives (happiness, quality of life, stress, living conditions, work environment, etc.) can affect financial behavior (Totenhagen et al., 2019).

Financial planning is one of the methods used by individuals to solve financial problems and save money. The factor that shapes these methods is mostly the concerns that arise. Anxiety is one of the most important factors that push individuals to financial planning. Having insurance (such as home or car insurance), making retirement plans, channeling a portion of the earnings each month into financial investment, etc. specific actions will enable individuals to eliminate or minimize the risks that may arise (Er and Çetintaş, 2018). On the other hand, people aim to increase the value of the assets they invest in (Timmerman and Volkov, 2020). People change their financial planning over time. The clearest example of this is seen during the COVID-19 outbreak (Dietrich et al., 2020). Financial planning is an issue that is handled on both an individual and institutional basis. In the study, examinations were made on financial planning from an individual perspective.

Financial management is defined as the process of developing and implementing long-term financial plans to achieve financial goals (Gönen and Özmete, 2007). Individuals must have the financial knowledge to achieve financial goals. This information is a factor that has a vital role in purchasing not only the goods or services that people need but also their tastes and preferences. Because while people tend to spend, they have to consider the monetary amounts in their budgets. In this context, the financial behavior of individuals has an effective function in financial management (Halim and Setyawan, 2021).

The study focused on the health sector and emergency health care employees. The study is important to evaluate the subject from the perspective of health professionals.

The conditions above stand out for healthcare employees. Like other people, healthcare employees spend a portion of their income on their needs. The rest are for investment purposes. The financial

behaviors they exhibit because they prefer or are obliged affect the economic situation of healthcare employees significantly. In addition, healthcare employees, especially emergency health care employees, have high-stress levels due to their working circumstances, intense work tempo, various work risks, variabilities in working life quality, etc. factors will shape their financial behaviors. However, the attitudes and behaviors of healthcare employees towards financial planning and management may be related to their socio-demographic characteristics.

In the study conducted on financial management attitude and practice among the medical practitioners in public and private medical services in Malaysia by Rajna et al. (2011), it was found that there was a significant relationship between financial management practice with gender. There was no significant relationship between financial attitude and practice according to marital status and age.

In the study conducted to determine the socio-demographic factors that are significantly associated with the financial behaviour on individual investors in India by Guatam and Matta (2016), the findings of the research showed that various socio-demographic factors like age, household annual income, marital status, ownership of real estate, duration of investments and frequency of review of portfolio are significantly associated with the financial behaviour of an individual.

In the study conducted on working adults by Loke (2015), it was found that education, ethnicity, type of profession, and government pension availability had significant effects on levels of financial knowledge. Most financial behavior such as budgeting, investments and preparing for financial emergencies is significantly affected by levels of financial knowledge.

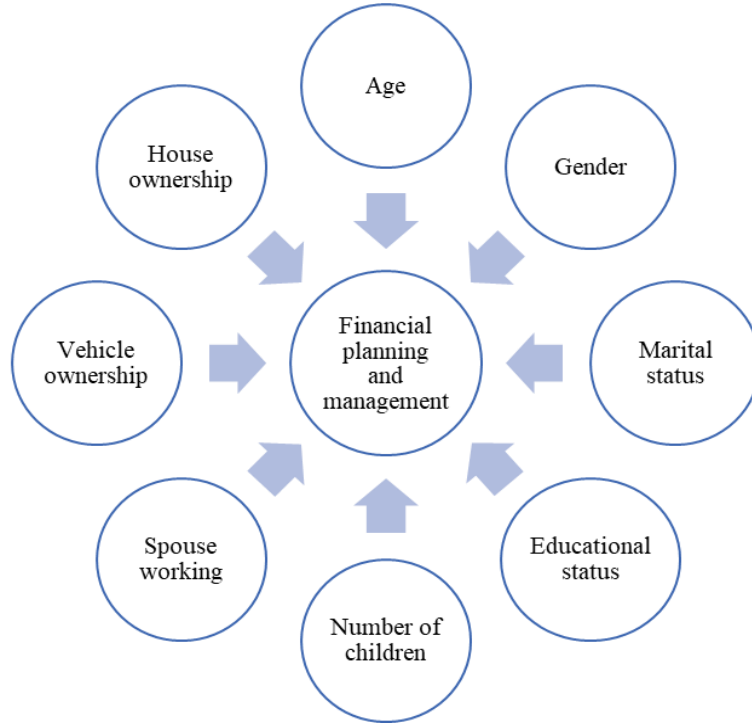
According to the above information, the aim of the research was carried out with the help of the following hypotheses.

- H1. Attitudes of emergency health care employees regarding financial planning and management differ according to age.
- H2. Attitudes of emergency health care employees regarding financial planning and management differ according to gender.
- H3. Attitudes of emergency health care employees regarding financial planning and management differ according to marital status.
- H4. Attitudes of emergency health care employees regarding financial planning and management differ according to education level.
- H5. Attitudes of emergency health care employees regarding financial planning and management differ according to number of children.
- H6. Attitudes of emergency health care employees regarding financial planning and management differ according to co-working status.
- H7. Attitudes of emergency health care employees regarding financial planning and management differ according to vehicle ownership.
- H8. Attitudes of emergency health care employees regarding financial planning and management differ according to homeownership.
- H9. The socio-demographic characteristics of emergency health care employees impact financial planning and management.

1. METHODS

This study was conducted to examine the attitudes of emergency healthcare service employees towards financial planning and management in terms of various variables. The research model developed for this purpose is presented in Figure 1.

Figure 1. The Model of Study



The data needed to test the stated hypotheses were collected using the survey method. For this purpose, a questionnaire consisting of two parts was prepared. In the first part of the form, questions about the personal and professional characteristics of the participants were included. In the second part of the form, there is a financial attitude scale consisting of 24 questions (comprising 24 items and prepared in a 5-point Likert type: 1 = Never agree, 5 = totally agree). It was developed by Onur and Nazik (2014) and validity and reliability studies were carried out.

Permission was obtained from Isparta University of Applied Sciences Scientific Research and Publication Ethics Committee and Isparta Provincial Health Directorate in order to conduct the survey.

The application of the questionnaire was carried out on the healthcare employees working at the Central 112 stations affiliated with the Isparta Provincial Ambulance Service Chief Physician, using face-to-face and online methods. At eight stations in Isparta Center; 149 healthcare employees, 72 of whom are emergency medical technicians (EMT), 72 are paramedics and 5 are physicians (Çulla, 2021). It was tried to be reached to all relevant employees. As a result of the study, 131 healthcare employees completed the questionnaire and the participation rate was 87.9%.

In the analysis of data, SPSS 22.0 program was used for exploratory factor analysis (EFA), basic and advanced analysis. Parametric test techniques were used to analyze the data that showed normal distribution. The Independent-Samples t-test was used for binary comparisons, and the One-Way ANOVA test was used for comparisons in over two groups. Logistic regression analysis (using Ordinal Method) was performed to determine the effect of socio-demographic variables on Financial Behavior.

2. RESULTS

The findings related to the participants' personal and occupational characteristics, as well as the basic and advanced analysis results for the study's variables, were evaluated in this chapter.

The results of the participants' personal characteristics are presented in Table 1. As a result, most of the participants (56.5%) are between the ages of 18 and 35. Female participants account for 54.2

percent of all participants, which is greater than male participants (45.8 percent). The participation of married (78.6%) is considerably higher than not married employees (21.4%). The highest participation in terms of education is among those with a bachelor's degree (61.1%). The proportion of those with two children (38.9%) is higher than the other groups. The spouses of the most of the participants are working (83%).

Table 1. Findings Related to the Personal Characteristics of the Participants

Age	%	N	Number of children	%	N
18-29	30.5	40			
30-35	26.0	34	0	26.7	35
36-39	26.7	35	1	24.4	32
40 or more	16.8	22	2	38.9	51
			3 or more	9.9	13
Gender	%	N	Spouse working status	%	N
Female	54.2	71	Yes	83	86
Male	45.8	60	No	17	18
Marital status	%	N	Vehicle ownership	%	N
Married	78.6	103	Yes	85.5	112
Not married	21.4	28	No	14.5	19
Educational status	%	N	House ownership	%	N
Secondary education	7.6	10	Yes	56.5	74
Associate degree	26.7	35	No	43.5	57
Bachelor degree	61.1	80			
Post-graduate	4.6	6	Total	%100	

Table 2 shows that Kaiser-Meyer-Olkin was 0.813 and $p=0.000$; Cronbach's Alpha (α) coefficient, which determines the level of reliability, was found to be very good with 0.863, and according to these results, it is seen that the scale has an adequate level of reliability.

Table 2. Validity and Reliability Analysis of the Scale

	FAS
Kaiser-Meyer-Olkin (KMO)	0.813/ $p = 0.000$
Cronbach alpha (α) for the scale	0.863

$p < 0.05$; $\alpha = \text{reliability coefficient}$

Normality test was performed to test whether the distribution was normal, and the distribution was found to be normal by looking at skewness and kurtosis values and boxplot (Table 3, Figure 2). These results need to analyze using parametric tests.

Table 3. Normality Test of the Scale

	FAS
Skewness (statistic/standard error)	1.08
Kurtosis (statistic/standard error)	1.08

Figure 2. Boxplot for the Normality Test

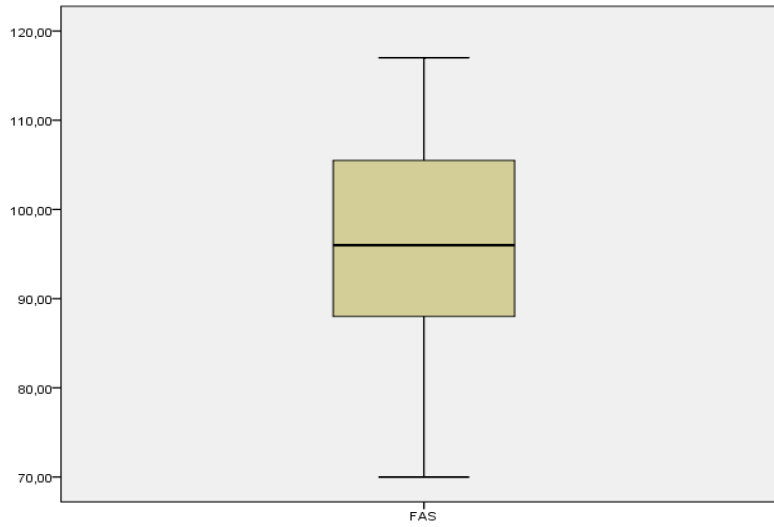


Table 4 shows descriptive variables of the scale. The highest score that can be got in the scale is 120, the lowest score is 24. The scale average is 95.97, standard deviation is 11.31, minimum 70, and maximum 117.

Table 4. Descriptive Statistics for All Respondents

	FAS
Average	95.97
Standard deviation	11.31
Minimum	70.00
Maximum	117.00

Table 5 shows comparative analyzes according to personal variables of the participants. The Independent-Samples t-test was used for binary comparisons, and the One-Way ANOVA test was used for comparisons in over two groups. According to the results of the comparative analysis, there is no meaningful differentiation regarding all variables. In this context, all hypotheses between H1 and H8 were rejected.

Table 5. Comparative and Correlation Analyzes for the Scale with Parametric Tests

Personal variables	FAS	FAS
	Comparativ P-value	Correlation analysi P-value
Age	.779	.824
Gender	.668	.668
Marital status	.187	.187
Educational status	.365	.187
Number of children	.237	.870
Spouse working status	.418	.418
Vehicle ownership	.609	.609
House ownership	.175	.175

CI: 0.95, *p value* < 0.05

According to the results of the logistic regression analysis performed to examine whether categorical variables affect financial planning and management, no significant effect was found for all variables. According to this result, H9 hypothesis was rejected (Table 6).

Table 6. Logistic Regression Analyzes for the Scale

Personal variables	FAS P-value
Age	.708
Gender	.535
Marital status	.131
Educational status	.278
Number of children	.192
Spouse working status	.492
Vehicle ownership	.649
House ownership	.108

CI: 0.95, *p* value < 0.05

CONCLUSION

This study was conducted to examine employees' attitudes towards financial planning and management in terms of various variables (age, gender, marital status, educational status, number of children, spouse working status, vehicle ownership, and house ownership).

The data needed to test the stated hypotheses were collected using the survey method. Healthcare employees were divided into groups based on their characteristics in the study. Within the context of this classification, hypotheses have been developed. The data needed to test the stated hypotheses were collected using the survey method. Comparison analysis was used to test these hypotheses. All hypotheses were shown to be false as a consequence of the analyses. According to the participants' characteristics, no significant findings were obtained.

When looking through the literature, it is clear that different results are reported. Kakilli Acaravcı and Bediroglu (2019) found that the financial behavior of university students differed significantly by gender. Sharif et al. (2020) found no significant correlation between gender and financial behavior in a sample of 572 college students. According to Totenhagen et al. (2019), married people exhibit less financial behavior than single people, and there is no significant difference by gender.

This study is limited to the Isparta Provincial Ambulance Service Chief Physician employees. It is suggested that the study be conducted in a variety of health institutions, with larger sample size and health workers with various titles.

REFERENCES

- Alkaya, A. and Yağlı, İ. (2015). Finansal Okuryazarlık - Finansal Bilgi, Davranış ve Tutum: Nevşehir Hacı Bektaş Veli Üniversitesi İİBF Öğrencileri Üzerine Bir Uygulama. *The Journal of International Social Research*, 8(40), 585-599.
- Anthony, R., Ezat, W.S., Junid, S.A. and Moshiri, H. (2011). Financial Management Attitude and Practice among the Medical Practitioners in Public and Private Medical Service in Malaysia. *International Journal of Business and Management*, 6(8), 105-113.
- Bayram, S. S. (2015). Finansal Okuryazarlık ve Para Yönetimi Davranışları: Anadolu Üniversitesi Öğrencileri Üzerine Uygulama. *Business & Management Studies: An International Journal*, 2(2), 105-135.
- Çulla, S. (2021). Sözlü Görüşme. Isparta İl Ambulans Servisi Başhekim V.
- Dew, J. and Xiao, J. J. (2011). The Financial Management Behavior Scale: Development and Validation. *Journal of Financial Counseling and Planning*, 22(1), 43-59.
- Dietrich, A. M., Keuster, K., Muller, G. J. And Schoenle, R. (2020). News and Uncertainty about Covid-19: Survey Evidence and Short-Run Economic Impact. Working Paper. Federal Reserve Bank of Cleveland.
- Er, B. and Çetintaş, M. (2018). İşçilerde Finansal Okuryazarlık: Finansal Bilgi, Tutum ve Davranış Eksenli Bir Araştırma. *Mersin Üniversitesi Sosyal Bilimler Enstitüsü Dergisi*, 1(2), 61-71.
- Gautam, S. and Matta, M. (2016). Socio-Demographic Determinants of Financial Behaviour of Individual Investors in India. *Journal of IMS Group*, 13(1), 38-49.

- Gönen, P. D. E. and Özmete, D. D. E. (2007). Finansal Refah: Finansal Yönetim Sürecinden Duyulan Tatmin, Finansal Davranışlar ile Öz-saygı Arasındaki İlişkinin İncelenmesi. Sosyal Politika Çalışmaları Dergisi, 11(11), 57-69.
- Halim, M. A. and Setyawan, I. R. (2021). Determinant Factors of Financial Management Behavior among People in Jakarta during COVID-19 Pandemic. Proceedings of the International Conference on Economics, Business, Social, and Humanities (ICEBSH 2021), 131-136.
- Kakilli Acaravcı, S. and Bediroğlu, K. (2019). Finansal Okuryazarlık: Hatay Mustafa Kemal Üniversitesi Üzerine Uygulama. İşletme ve İktisat Çalışmaları Dergisi, 7(2), 30-51.
- Loke, Y. J. (2015). Financial Knowledge and Behaviour of Working Adults in Malaysia. Margin: The Journal of Applied Economic Research, 9(1), 18-38.
- Onur, N. and Nazik, M. H. (2014). Öğretmenler İçin Bireysel Finans Alanında Finansal Tutum Ölçeğinin Geliştirilmesi (FTÖ): Geçerlik ve Güvenilirlik Çalışması. Vocational Education, 9(4), 90-99.
- Sharif, S. P., Ahadzadeh, A. S. and Turner, J. J. (2020). Gender Differences in Financial Literacy and Financial Behaviour among Young Adults: The Role of Parents and Information Seeking. Journal of Family Economic Issues, 41(4), 672-690.
- Sukamdani, Y., Ardhiani, M. R., Bambang, D. W. and Istikhoroh, S. (2020). The Influence of Financial Literacy and Financial Behavior to Employee Investment Decision on PT. Angkasa Pura 1 (Persero) Juanda Surabaya. Saudi Journal of Economics and Finance, 4(6), 253-256.
- Timmerman, I., and Volkov, N. (2020). Career and Education Choice as Central Elements of Longterm Financial Planning. Financial Services Review, 28(3), 179-200.
- Totenhagen, C. J., Wilmarth, M. J., Serido, J. et al. (2019). Pathways from Financial Knowledge to Relationship Satisfaction: The Roles of Financial Behaviors, Perceived Shared Financial Values with the Romantic Partner, and Debt. Journal of Family and Economic Issues, 40(5), 423-437.