The Impact of Income and Financial Knowledge on Personal Financial Management Behavior in Millennials Shipping Companies in Medan with Locus of Control as an Intervening Variable

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ABSTRACT

Millennials were born in an age that has easy access to financial institutions such as banking, leasing and other financial institutions. Because of this convenience, sometimes the millennial generation does not manage finances properly. The purpose of this study is to determine whether income and financial knowledge have a positive and significant effect on personal financial management behavior through locus of control in the Millennial generation in shipping companies in Medan. The study was conducted on employees / employees who fall into the category of Millennial generation of employees in Medan shipping company. The population in this study, the Millennial generation in shipping companies in Medan amounted to 96 people. The sample was 77 people. Data collection is done through the distribution of questionnaires or questionnaires to respondents in the study and the data is processed using PLS model evaluation which consists of two stages: evaluation of the outer model and the evaluation of the inner model. The results showed that financial knowledge has a positive and significant effect on personal financial management behavior through locus of control in the Millennial generation of shipping companies in Medan, while Income has no significant and positive effect on personal financial management behavior through locus of control in the Millennial generation of shipping companies in Medan.

Keywords: Income, Personal Management, Locus of Control, Personal Financial Management Behavior.

INTRODUCTION

Indonesia as the fourth country with the largest population in the world, is also predicted to experience the phenomenon of demographic dividend or population dividend, namely demographic bonus in 2020-2035. Ali & Lilik (2016), try to predict the face of Indonesia in 2020 by looking at various phenomena that have occurred, one of which is the composition of the young population or the younger generation. BPS (2013) projects that the population of Indonesia in 2020 will reach 271 million people, and will exceed 300 million people in 2035. AT. Keraney (2016), revealed that Indonesia is one of the countries with the largest millennial population in the world after India, China and the United States based on data from the UN World's Population Prospect 2015. The International Monetary Fund (2018), launched an article by summarizing 5 main reasons aimed at Indonesia to create more jobs, one of which is the prediction of an

explosion in the number of labor force in Indonesia from the age of 15-64 years in 2020.

Millennials, also known as Generation Y, are the generation born between 1980 and 1994. This generation Y is considered a confident, expressive, liberal, passionate and open generation to challenges, this generation also has very different characteristics from the previous generation, which was X (born between 1963-1977) (Ningtyas, 2019). Hilmansyah (2017) in an interview with a clinical psychologist named Reynitta Poerwito, Bach, of Psych., M. Psi., states that millennials have a concern for lifestyles, behavioral values and even consumption that are different from previous generations. The rise of e-commerce businesses that facilitate entrepreneurs who are pioneering their business also affects the behavior of millennials to buy and sell online. Research conducted by Maulana (2016) based on social media independent agency Provetic Indonesia (2016), that 41% of 7,809 conversations to millennials, about the main reason for saving is to buy concert tickets to watch musicians they idolize and for their travel plans. The study was conducted from December 1, 2015 to January 31, 2016, focusing on the behavior of millennials and their financial characteristics.

Ningtyas (2019) said in his research the millennial generation was born in an age that has easy access to financial institutions such as banking, leasing and other financial institutions. Even to carry out investment activities and things related to finance,

millennials simply access everything they need through the internet on their gadgets (Ningtyas, 2019).Millennials grew up with the birth of computers and the internet therefore it can be said that this generation has natural intelligence and skills in using new technologies (Carrasco Gallego, 2017) in (Ningtyas, 2019).Based on the above, it can be concluded that the age range of the millennial generation is 26 years to 40 years. This study was conducted on the Millennial generation at a shipping company in Medan, North Sumatra which is part of the PT PELINDO 1 partner.

The shipping company in question namely:
1. PT Tanto Indonesia Line
2. PT Meratus Line
3. PT Tempuran Emas
4. PT Samudera Indonesia
5. PT Salam Pacific Indonesia Line
6. PT Panurjuwan
7. PT Pelayaran Buana Bahari
8. PT Rimba Segara Line
9. PT Mitsi Citra Mandiri
10. PT Evergreen

Based on the government regulation of the Republic of Indonesia number 17 of 1988 concerning the implementation and operation of sea transportation a shipping company is a legal entity or business entity that undertakes sea transportation services using ships. Domestic shipping business is a shipping business activity to carry out transportation business between ports in Indonesia. The number of employees in the shipping company in Table 1.

Table 1 Number of Employees Of Medan North Sumatra Branch Shipping Company

Shipping Company	Age Range			
	20 – 25 Year	26 – 30 Year	31 – 40 Year	>40 Year
PT Tanto Indonesia Line	10	8	5	6
PT Meratus Line	14	5	3	5
PT Tempuran Emas	12	4	6	5
PT Samudera Indonesia	8	3	2	8
PT Salam Pacific Indonesia Line	4	3	2	7
PT Panurjuwan	0	4	3	9
PT Pelayaran Buana Bahari	11	8	4	3
PT Rimba Segara Line	58	21	2	2
PT Mitsi Citra Mandiri	9	4	2	6
PT Evergreen	15	4	3	7
Total	141	64	32	58

Based on Table 1 shows the number of employees of the shipping company Branch Medan North Sumatra (North Sumatra). Based on the reference of the millennial generation age range of 26 years to 40 years so that the number of millennials in the shipping company Medan branch of North Sumatra is 96 employees with details of age 26 years to 30 years amounted to 64 employees and age 31 years to 40 years amounted to 32 employees. Based on data from the Indonesia Millennial Report submitted by OJK in 2019, it shows that as much as 51% of millennial Money is spent on consumptive purposes. As for tube funds, it shows that only 2% is used for investment (Nurul Safura Azizah, 2020). Financial success is one of them by depending on his ability to do Financial Planning called financial intelligence. By implementing a good and correct way of financial management, a person is expected to get the maximum benefit from the money he has. Financial intelligence starts from financial planning that should be done by all people with different levels of income. The importance of financial intelligence suggests a new field of science, namely behavioral finance or known as personal financial management behavior.

Personal financial management behavior is a relatively new field of science compared to other fields of science. This is directly related to the consumption behavior of the community. Behavior finance became known and developed in the business and academic world in 1990. The development

of behavior finance is spearheaded by a person's behavior in the decision-making process (Ida and Dwinta 2010). Financial behavior must lead to responsible financial behavior so that all finances of both individuals and families can be managed properly. People's financial behavior that tends to be consumptive then causes various other irresponsible financial behaviors such as lack of savings, investment, emergency fund planning and budgeting for the future. In today's era of globalization, it turns out that not only the development of technology becomes sophisticated but also the human lifestyle is now becoming modern and easy (Eva Melita Fitria, 2015). The consumerist attitude that has become a habit today makes people lack a culture of saving such as investing.

There are still many people who have not behaved well financially in their personal lives because people still think that personal financial investment planning is only done by people who have high incomes. But on the other hand, there are still individuals who have high incomes but do not have an investment plan for their personal finances (Pritazahara, 2015).

To determine the personal financial management behavior at shipping company Branch Medan North Sumatra then conducted a survey on this study. Survey was conducted by taking 2 (two) employees with a total of 20 (twenty) employees as representatives at the Medan Branch shipping company North Sumatra, with the results in Table 2 below.

Table 2 Personal Financial Management Behavior Survey Results

Statement	Yes		No	
Have Savings	4	20%	16	80%
Have A Reserve Fund (Other Than Savings)	0	0%	20	100%
Limiting Monthly Expenses	10	50%	10	50%
Monthly expenses are always recorded neatly	2	10%	18	90%
Monthly income is always recorded neatly	4	20%	16	80%
Conducting investment activities	0	0%	20	100%
Sorting things out when making purchases	8	40%	12	60%
Expenses are sometimes greater than income	0	0%	20	100%

Millennials tend to do consumption activities without setting them aside for savings or other reserve funds. Modern technology has a significant impact on the

survival of the millennial generation. If millennials are not good at controlling themselves in the current era of global competition, they will be carried away by

the swift flow of globalization. The development of the Times brings various changes and advances in all fields, both in terms of Technology, Information, health, education, including in terms of the economy. Easy access to obtain goods and services to satisfy needs, making people with various needs and desires become increasingly consumptive and irrational in spending money. In addition to being required to work to obtain income to meet needs, humans must also have the financial ability to manage their income and finances so that they can be used effectively and appropriately. Humans must be able to choose and determine the priority scale of the goods to be purchased so that all their needs can be met.

In reality, millennials have not been able to make such a budget, and they spend money according to what they want without any planning in advance. The decision to spend or purchase is an irrational decision because there is no understanding of the problem of need so that the purchase of an item is only based on desire (Khotimah, Khafid, & Pujiati, 2016). This situation proves that millennials do not have the ability to plan financially.

The Stigma of millennials who tend to be wasteful, can't save, prefer to travel, buy gadgets, hang out in cafes, buy branded goods at exorbitant prices, buy expensive coffee for instagram posts and much more, which then also makes millennials make many financial mistakes. As a result of millennial consumer behavior, they tend to fail in managing their finances. Therefore, financial intelligence is something that must be considered in a modern life like today. Financial intelligence is the ability possessed by a person to manage their financial resources, with financial well-being as the ultimate goal (Fauzi, 2006; 19). Financial management is felt to be very important today, considering the current growth of public consumption that continues to increase along with the increase in public income and economic growth is getting better.A high level of income

without being accompanied by good management will not bring prosperity to a person. Financial management of current income, especially for millennials, is very important considering that income growth is usually accompanied by an increase in wants that have no limits. Personal Financial Management needs to be done in a disciplined and planned manner, so that the planned goals can be realized at a predetermined time. Good financial planning needs to be balanced with the realization or implementation to achieve the planned goals. Every individual needs to make personal financial management to help make short-term as well as long-term planning. Financial management in the short term can help in controlling the desire to consume less important products. Meanwhile, long-term financial management can help plan for the future and old age. If financial management is done in a disciplined manner can help achieve the expected goals.

Locus of Control is the way a person views an event whether a person can or cannot control the events that happen to him (Kholilah & Iramani, 2013). The higher the level of internal Locus of Control owned by the individual then his Financial Management Behavior will be better (Kholilah & Iramani, 2013). In research conducted by Kholilah & Iramani (2013) revealed the results of research that locus of control does affect financial behavior with its diversity still has some self-control over financial behavior.

Self-control is a psychological variable, so it is a tendency, a person has two possibilities that tend to have an Internal Locus of Control (self-control of oneself) and External Locus of Control (self-control of the outside). The results of the study prove that Locus of Control has a significant positive effect on Financial Management Behavior. In contrast to the results of research conducted by Amanah et al. (2016) who revealed the results of external locus of control Research had no effect on personal financial management behavior. Trust et al.

(2016) revealed external locus of control is a psychological concept about a person's belief that events that happen to him are caused by external factors. Based on the theory in the study, the greater the external locus of control in a person, the financial behavior of the person will also be worse. This result is in accordance with the phenomenon found in the field that the average Millennial generation together has financial behavior is still not good with a high level of consumption. Environmental conditions can cause people's financial behavior to get worse this can be caused by an external locus of control.

Another factor can be seen from the income of the individual. Because every individual is different in utilizing their income. There is a high probability that individuals with available resources (income) will exhibit more responsible management behavior towards their finances. How to use the income obtained and the low financial knowledge and financial behavior that occurs in the millennial generation, this is seen when the initial observation in some millennial circles said that they are still less able to regulate their own patterns and lifestyles because of the high level of consumptive which causes irrational in buying their needs, in addition to managing the, they are faced with a variety of complex financial choices, including paying for their personal needs or the difficulty of distinguishing primary, secondary or tertiary needs. Hilbert (2003) said that respondents with more income can be disciplined in paying their bills than those with lower incomes. Individual Income is a factor that affects a person's financial behavior. Because every individual is different in utilizing their income. There is a high probability that individuals with available resources (income) will exhibit more responsible management behavior towards their finances. Hilbert (2003) said that respondents with more income can be disciplined in paying their bills than those with lower incomes. Researchers found the phenomenon of the behavior of millennials

in shipping companies in Medan is a way of utilizing the income they earn each month that millennials in shipping companies in Medan are still less able to manage their own patterns and lifestyles because of the high level of consumptive which makes it irrational to meet their daily needs, namely they admit that.

Then another variable that also affects the financial knowledge. Financial knowledge (financial knowledge) at this time is very much needed, because people at this time tend to buy something according to their wishes. Orton (2007) said that financial knowledge can not be separated in life because financial literacy is done by a person is to take personal financial decisions or understanding of finance, but in fact many countries whose residents have a poor level of financial knowledge. To have financial knowledge it is necessary to develop financial skills and learn to use financial tools. Financial skill is a technique for making decisions in personal financial management. Preparing a budget, choosing investments, choosing an insurance plan and using credit are examples of financial skills. Financial tools are forms and charts used in making personal financial management decisions (such as checks, credit cards, debit cards) (Ida and Chintia Yohana Dwinta, 2010).

Millennial employees of shipping companies in Medan are one part of the community related to the use of finance to be used in daily consumption levels. The consumptive lifestyle and instant all make shipping employees often spend money to buy what they really don't need. Especially now that technology is growing, they can easily buy anything they want through online shops. ANZ-Retirement Commission (2006), stated in its survey that the more financial knowledge a person has, the more effective the person will manage their financial management on a daily (daily-to-daily) and long-term basis (long-term). The mastery of financial knowledge is needed to improve the level of financial literacy, as well as minimize the occurrence of errors in

financial management.

The phenomenon in this study is the low financial literacy and financial behavior that occurs in the millennial generation and how to use the income obtained, this is seen when the initial observation on some millennials say that they are less able to regulate their own patterns and lifestyles because of the high level of consumptive which causes irrational in buying their needs, in addition to managing the money received, they are faced with various financial choices that are quite complicated, including paying for their personal needs or the difficulty of distinguishing primary, secondary or tertiary needs. However, in research conducted by testing the hypothesis obtained results that the level of income (income) does not significantly affect a person's financial behavior (Kholilah & Iramani, 2013). The results of research Ida and Dwinta (2010) there is the influence of financial knowledge on financial management behavior and there is no effect of personal income on financial management behavior.

There is a research gap shown by several studies on the effect of income and financial knowledge on personal financial management behavior with locus of control variables in Table 2 below:

Table 3: Research Gap

No	Relationship Between Variables	Research Results	Researchers
1	*Locus Of Control*	Locus of control has a significant positive influence on financial management behavior in 348 students from Southeastern University	Schweichler (2013)
		Locus of control has no influence on financial management behavior in young Vietnamese.	Mien & Thao (2015)
2	*Income*	There is no direct effect of Locus of Control and Household Income variables on Financial Management Behavior.	Grable, Park dan Joo (2009)
		Locus of Control together with Knowledge and Income and race as moderating variables affect Consumer Financial Behavior obtained from the analysis of a sample of diverse communities of people in America.	Perry and Morris (2005)
3	*Financial Knowledge*	Significant positive influence between financial knowledge and financial management behavior with student respondents at 5 different universities in Lahore, Pakistan	Qamar et al. (2016)
		Financial knowledge had no effect on financial management behavior in 382 respondents from border areas in Indonesia, namely Merauke.	Herdjiono & Damanik (2016)

Based on previous research in Table 3 that there is a research gap in this study that is related to locus of control variables that there are different research results by Schweichler (2013) and Mien & Thao (2015). Schweichler (2013) stated that Locus of control has a significant positive influence on financial management behavior in 348 students from Southeastern University and Mien & Thao (2015) stated that focus of control has no influence on financial management behavior in young Vietnamese children. This difference in results can be caused by several things in the study such as the location of the study and the characteristics of different respondents.

Then related to variable Income there is a difference between Grable, Park and Joo (2009) and Perry and Morris (2005). Grable, Park and Joo (2009) stated that there is no direct influence of the Locus of Control and Household Income variables on Financial Management Behavior and Perry and Morris (2005) stated that the Locus of Control together with Knowledge and Income and race as moderating variables influence on Consumer Financial Behavior obtained from the analysis of a sample of diverse communities of people in America. This difference can be caused that researchers do not use the same variables and do not conduct research in the same location.

Then related to financial knowledge obtained also differences in the results of research by Qamar et al. (2016) and Herdjiono & Damanik (2016). In research conducted by Qamar et al. (2016) it was stated that the significant positive influence between financial knowledge and financial management behavior with student

respondents at 5 different universities in Lahore, Pakistan and in a study conducted by Herdjiono & Damanik (2016) it was found that financial knowledge had no effect on financial management behavior in 382 respondents from border areas in Indonesia, namely Merauke.

LITERATURE REVIEW
The Theory of Planned Behavior (TPB)
Financial Behavior theory refers to the theory of planned behavior (TPB) is a development of the theory of reasonable action (TRA) which has been developed first by Icek Ajzen and Martin Fishbein in 1975. This theory assumes that a person's behavior is not only controlled by himself (full individual control), but also requires control, namely the availability of resources and opportunities and even certain skills, so it is necessary to add the concept of a perceived locus of control that will affect intentions and behavior.

Personal Financial Management Behavior
Financial management is a management that regulates all matters related to financial or funding issues. So, financial management is often defined as a way of planning, budgeting, checking, managing, controlling, finding and storing funds or monangbagi an institution or company. For personal financial management, of course, the understanding can be more concise, namely how to manage income, expenses, basic necessities and personal savings.

Locus of Control
Locus of Control is how an individual interprets the cause of an event (Ida &Dwinta 2010). Individuals with an internal Locus of Control tend to assume that skill, ability, and effort determine what is gained in life. An individual who has a belief that fate or events in his or her life are under his or her control is said to have an Internal Locus of Control. While individuals who have a belief that the environment has control over the fate or events that occur in their lives are said to have an external Locus of Control. Thus, the higher the level of internal Locus of Control owned by the individual, the better his Financial Management Behavior will be.

Income
Personal Income is the personal income of an individual. According to Nusron, Wahidiyah, and Budiarto (2018), personal income is one of the factors that influence financial management behavior. To meet all the needs in life, every individual will certainly rely on the source of his daily expenses from his income. Financial management behavior will occur if the individual already has income. The individual will not carry out consumption or the act of saving without taking into account the income he has.

Financial Knowledge
In one survey on financial knowledge, ANZ-Retirement Commission (2006),used the definition of financial knowledge as the ability to make informed judgments and make effective decisions about the use and management of money. In the survey, it was also revealed that the more financial knowledge a person has, the more effective the person will manage their financial management on a daily (daily-to-daily) and long-term (long-term) basis.
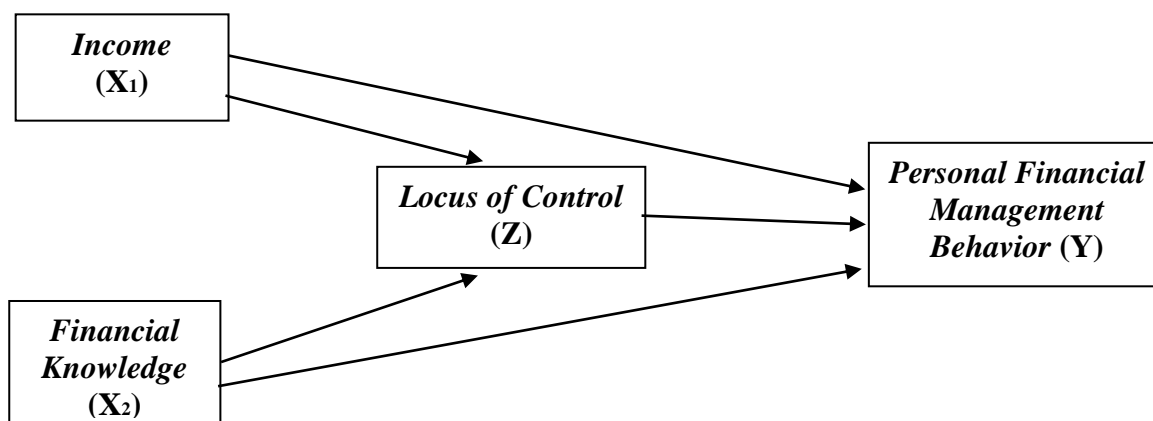
Figure 1. Conceptual Framework

Hypothesis

Based on background research and the relationship between variables, the research hypothesis:

1. Income has a positive and significant effect on the locus of control of millennials in shipping companies in Medan.
2. Financial knowledge has a positive and significant effect on the locus of control of millennials in shipping companies in Medan.
3. Income has a positive and significant effect on personal financial management behavior of millennials in shipping companies in Medan.
4. Financial knowledge has a positive and significant effect on personal financial management behaviorpada Millennial generation in shipping companies in Medan.
5. Locus of control has a positive and significant effect on personal financial management behaviorGenerasi Millennial generation on shipping companies in Medan.
6. Income has a positive and significant effect on personal financial management behavior through locus of control on Millennial generation in shipping companies in Medan.
7. Financial knowledge has a positive and significant effect on personal financial management behavior through locus of control in the Millennial generation in shipping companies in Medan.

MATERIAL AND METHODS

The approach used in this study is a quantitative approach or paradigm. The quantitative paradigm emphasizes theory testing by measuring research variables using statistical / numerical procedures (Abdillah & Jogiyanto, 2015). Sugiyono (2013) states that quantitative methods are called / referred to as traditional methods because they have been used long enough so that this method has become a tradition in research. More clearly Sugiyono (2013) states that this method is referred to as the positivistic method this is because this method is based on the philosophy of positivism. This method is a scientific method because it has met the scientific rules that are concrete, objective, measurable, rational, and systematic. In addition, it is also referred to as the discovery method, because with this method can be found and developed a variety of new science and technology. It is also mentioned as a quantitative method because research data uses numbers and analysis uses statistics. Partial least squares are used in this study. Meanwhile, the type of research conducted is descriptive research and use causal research design (cause and effect). In the causal research design of the independent variable / variable x as the causal variable and the dependent variable /variable y as the effect variable (Silalahi, 2010).

Population is a generalization area consisting of objects or subjects that have

certain qualities and characteristics set by the researcher himself to be examined and then drawn conclusions. More clearly Sugiyono (2013) emphasizes that the population is not only about, but also an object and other natural objects. Population is not just the number of objects or subjects under study, but includes all the characteristics of the properties possessed by the subject or object. The population in this study is the Millennial generation in shipping companies in Medan.

The sample is part of the number and characteristics that thepopulation has. If the population is large, and the researcher is not possible to study everything in the population, for example due to limited funds, energy and time, then the researcher can use samples taken from that population (Sugiyono, 2013). In determining the number of samples used solvin formula. So the number of samples in this study amounted to 77 respondents.

Technique or sampling in this study is Cluster Random Sampling. Sampling by cluster (Cluster Random Sampling) is to randomize the group, not the subject individually (Azwar, 2010). Data collection was conducted through the distribution of questionnaires or questionnaires to respondents in the study. Questionnaires distributed to 150 respondents, and is expected to return a minimum of 110 questionnaires distributed to respondents. Questionnaire is a method of collecting primary data using a number of question items or statements with a certain format (Abdillah & Jogiyanto, 2015).

RESULTS
Test Result of Structural Model (Inner Model)

Inner model test was conducted to determine the relationship between the construct, the value of significance and R2 of the research model. This is done by considering the value of R2 on endogenous latent variables and the value of thitung on each exogenous latent variables to endogenous latent variables from bootstrapping results. The path diagram (path diagram) inner model as follows:
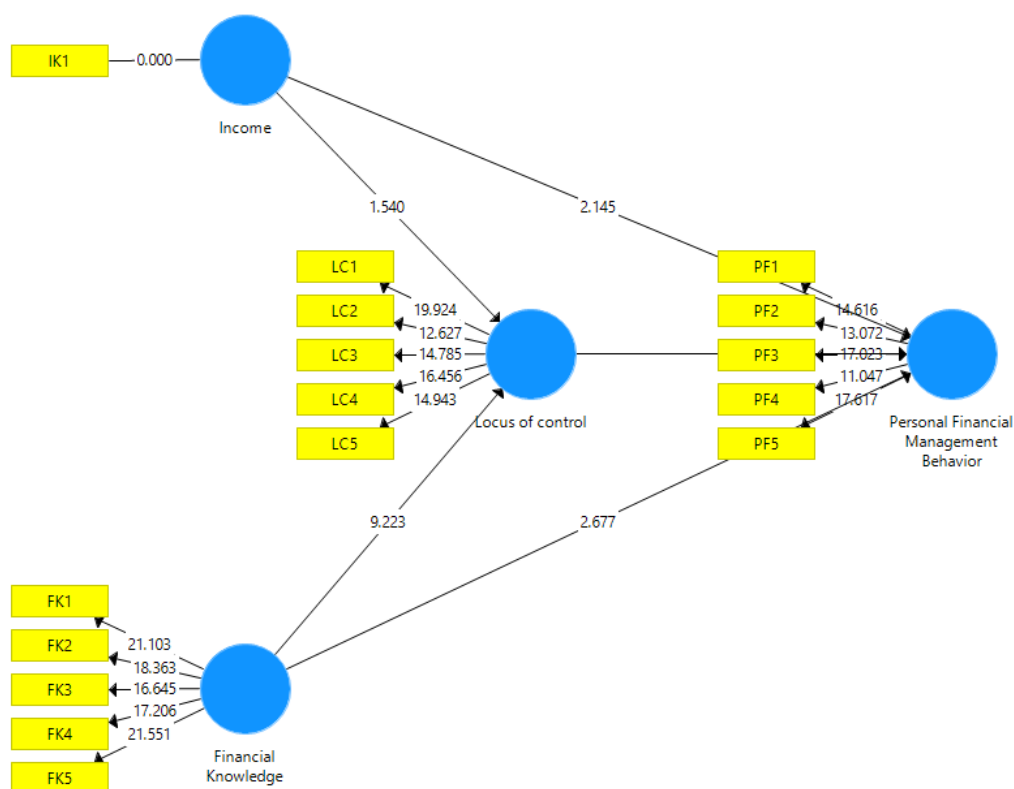

Figure 2 Path Diagram Inner Model with SmartPLS 3.0

In Figure 2 it can be seen that thitung each exogenous latent variable to endogenous latent variables. To meet the criteria of the structural model there are several things that must be evaluated, namely:

1. R^2 for endogenous latent variables

R^2 results for endogenous latent variables in the structural model indicate that the model is both moderate and weak.

Table 4 R^2 Valueson Endogenous Latent Variables

Variabel Laten Endogen	Value R^2
Z	0.612
Y	0.805

R^2 value obtained from the calculations performed in Table 4 it is obtained that:
1. Locus of control variable is influenced by financial knowledge and income variables by 61.2% and the rest is influenced by other variables.
2. Personal financial management behavior variable is influenced by financial

knowledge, income and locus of control variables by 80.5% and the rest is influenced by other variables.
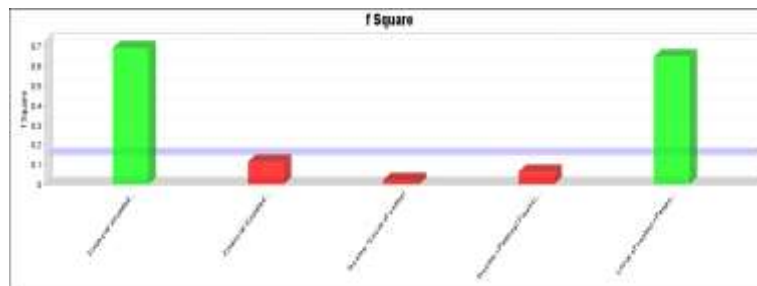
2. F Squared for effect size

The value of F Squared can be interpreted whether the predictor variable has a weak, medium or large influence on the structural level. The recommended effect size is 0.02, 0.15 and 0.35 with exogenous latent variables have an effect of 0.02 (weak), 0.15 (moderate), and 0.35 (large) on the structural model shown in Table 5.

Table 5 F Squared for effect size

	X1	X2	Z	Y
X1	-	-	0.024	0.065
X2	-	-	0.693	0.116
Z	-	-	-	0.650
Y	-	-	-	-

The results in the form of a diagram are shown in Figure 3

Figure 3 F Squared for effect size

Hypothesis Testing

To test the hypothesis used two-tailed test with an error rate of 5%. Then the critical value that must be met in this hypothesis test is 1.96. If the value of the count is greater than ttable is 1.96 then there is a significant influence between exogenous latent variables to endogenous latent variables. Or if the value of p value < 0.05 then there is a significant influence between exogenous latent variables to endogenous latent variables. With the description of the hypothesis as follows:
1. Income has a positive and significant effect on the locus of control of millennials in shipping companies in Medan.

2. Financial knowledge has a positive and significant effect on the locus of control in the Millennial generation in shipping companies in Medan.
3. Income has a positive and significant effect on personal financial management behavior of millennials in shipping companies in Medan.
4. Financial knowledge has a positive and significant effect on personal financial management behavior of millennials in shipping companies in Medan.
5. Locus of control has a positive and significant effect on personal financial management behavior of Millennial Generation Millennial generation in shipping companies in Medan.

6. Income has a positive and significant effect on personal financial management behavior through locus of control in the Millennial generation in shipping companies in Medan.
7. Financial knowledge has a positive and significant effect on personal financial management behavior through locus of control in the Millennial generation in shipping companies in Medan. These values can be seen in the following table 6:

Table 6 Hypothesis Test Resultsvariable Research

Variable Relationship	t_{hitung}	P Value	Significance	Conclusion
X1 → Z	11.068	0.124	0.05	Ho accepted
X1 → Y	3.881	0.032	0.05	Ho rejected
X2 → Z	0.597	0.000	0.05	Ho rejected
X2 → Y	0.878	0.008	0.05	Ho rejected
Z → Y	5.993	0.000	0.05	Ho rejected
X1 → Z → Y	4.931	0.126	0.05	Ho accepted
X2 → Z → Y	0.576	0.000	0.05	Ho rejected

Based on the results of calculations in Table 6 it can be seen that the results of hypothesis testing conducted to obtain results:

1. Income does not have a positive and significant effect on the locus of control in the Millennial generation in shipping companies in Medan.
2. Financial knowledge has a positive and significant effect on the locus of control of millennials in shipping companies in Medan.
3. Income has a positive and significant effect on the personal financial management behavior of millennials in shipping companies in Medan.
4. Financial knowledge has a positive and significant effect on the personal financial management behavior of millennials in shipping companies in Medan.
5. Locus of control has a positive and significant effect on the personal financial management behavior of millennials in shipping companies in Medan.
6. Income does not have a positive and significant effect on personal financial management behavior through locus of control in the Millennial generation in shipping companies in Medan.
7. Financial knowledge has a positive and significant effect on personal financial management behavior through locus of control in Millennial shipping companies in Medan.

DISCUSSION
The Influence of Income on Locus of Control in Millennial Generation on Shipping Company in Medan

Income does not have a significant and positive effect on the locus of control of millennials in shipping companies in Medan. Based on the results of the T test (partial) shows that income does not have a positive and significant effect on the locus of control in the Millennial generation of shipping companies in Medan. T-statistics is a value that is used to see the level of significance in hypothesis testing by finding the value of Tstatistics through bootstrapping procedure on PLS. In hypothesis testing can be said to be significant if the significance value of the T test < 0.05 (0.000) then the H_0 rejected and Ha accepted. If the significance value of the T test is > 0.05 then H_0 is accepted and Ha is rejected. In this research, Ho is accepted because the significance value is 0.127. This result is in line with the research of Grable, Park and Joo (2009) which states that there is no direct influence of Locus of Control and Household Income variables on Financial Management Behavior. So that the shipping company medan income of each employee was not able to affect the locus of control.

This may be due to some other factors that were not examined in this study. Each person's Income is different and people's self-control of their income is different, for

example, there is an income of Rp 3,000,000 and there is Rp 5,000,000, their self-control of financial management will be different, and they expect different results. Buss (2002) defines Locus of Control as a concept that refers to individual beliefs about events that happened in his life. So for example someone uses money for something that he thinks is important then the results will also be important to him. Locus of Control describes how far a person sees the relationship between the actions he does (action) with the consequences/results (outcome). Locus of Control is defined as a person's perception of the causes of success or failure in carrying out their work. Some manage their income for household needs and others use it for their own needs. Other factors outside the study such as external factors can cause differences in the way a person self-control in financial management. This also causes Income to have no significant and positive effect on the locus of control in the Millennial generation of shipping companies in Medan.

The Influence Of Financial Knowledge On Locus Of Control On Millennial Generation On Shipping Company In Medan

Financial knowledge has a positive and significant effect on the locus of control in the Millennial generation in shipping companies in Medan. Based on the results of the t test (partial) showed that Financial Knwolegde positive and significant effect on locus of control in the Millennial generation in shipping companies in Medan. T-statistics is a value that is used to see the level of significance in hypothesis testing by finding the value of T-statistics through the bootstrapping procedure on PLS. In hypothesis testing can be said to be significant if the significance value of the T test < 0.05 (0.000) then the H_0 rejected and Ha accepted. If the significance value of the T test is > 0.05 then H_0 is accepted and Ha is rejected. In the results of this study Ho rejected because the significance value of 0.000. This variable is influential because to

have financial knowledge it is necessary to develop financial skills and learn to use financial tools. Financial skill is a technique for making decisions in personal financial management. Preparing a budget, choosing investments, choosing an insurance plan and using credit are examples of financial skills. Financial tools are forms and charts used in making personal financial management decisions (such as checks, credit cards, debit cards) (Ida and Chintia Yohana Dwinta, 2010).

If someone has knowledge about how to manage finances well, it can be in several ways, then that person will have good self-control over their own finances. In the case of shipping companies, the education of each employee is different so that his knowledge of financial management. For example, when he knows that using a credit card will provide a high risk to his financial condition in the future, he will reduce the use of credit cards. Ida & Dwinta (2010), revealed that in mastering financial knowledge, it takes the development of financial skills (financial skills) and learn the use of financial tools (financial tools). Financial skill is a technique used to make decisions in personal financial management such as designing budgets, using credit, choosing investment products and others. Meanwhile, financial tools are forms and charts used in making personal financial management decisions such as checks, credit cards, debit cards.

The Effect Of Income On Personal Financial Management Behavior In The Millennial Generation In Shipping Companies In Medan.

Income has no significant and positive effect on personal financial management behavior of millennials in shipping companies in Medan. Based on the results of the T test (partial) shows that income does not have a positive and significant effect on personal financial management behavior in the Millennial generation in shipping companies in Medan. Tstatistics is a value that is used to see the level of

significance in hypothesis testing by finding the value of T-statistics through the bootstrapping procedure on PLS. In hypothesis testing can be said to be significant if the significance value of the Test t > 0.05 (0.146) then the H_0 accepted on the results of this study Ho accepted because the significance value of 0.146. Income as a factor that affects a person's financial behavior.

Because every individual is different in utilizing their income. There is a high probability that individuals with available resources (income) will show more responsible management behavior towards their finances and this affects their personal financial management behavior. Financial planning for everyone is a must. A growing consumptive lifestyle and the many choices of money use increasingly require a strong determination to manage finance and income. In this context, planning expenses becomes very important. In addition to ensuring all basic needs or obligations are met, planning is also needed to limit less important expenses. Even with discipline, financial planning is an important tool to realize the various dreams of each person.

The Influence Of Financial Knowledge Affects The Personal Financial Management Behavior Of Millennials In Shipping Companies In Medan.

Financial knowledge has a positive and significant effect on the personal financial management behavior of millennials in shipping companies in Medan. Based on the results of the T test (partial) shows that Financial knowledge has a positive and significant effect on personal financial management behavior in the Millennial generation in shipping companies in Medan. T-statistics is a value that is used to see the level of significance in hypothesis testing by finding the value of Tstatistics through bootstrapping procedure on PLS. In hypothesis testing can be said to be significant if the significance value of the T test < 0.05 (0.019) then the rejected and Ha Ha accepted. If the significance value of the

T test is > 0.05 then H_0 is accepted and Ha is rejected. In the results of this study Ho rejected because the significance value of 0.019. These results are in line with the results of Qamar et al. (2016) who said there was a significant positive influence between financial knowledge and financial management behavior with student respondents at 5 different universities in Lahore, Pakistan. With knowledge of good financial management an individual will have better financial management behavior as well.

Financial knowledge is a very important thing. This certainly affects personal financial management behavior . In the case of shipping companies, the education of each employee is different so that his knowledge of financial management. For example, when he knows that using a credit card will provide a high risk to his financial condition in the future, he will reduce the use of credit cards.

The Influence Of Locus Of Control On Personal Financial Management Behavior Of Millennials In Shipping Companies In Medan

Locus of control has a positive and significant effect on the personal financial management behavior of millennials in shipping companies in Medan. Based on the results of the T test (partial) showed that the Locus of control has a positive and significant effect on the personal financial management behavior of millennials in shipping companies in Medan. T-statistics is a value that is used to see the level of significance in hypothesis testing by finding the value of T-statistics through the bootstrapping procedure on PLS. In hypothesis testing can be said to be significant if the significance value of the T test < 0.05 (0.000) then the H_0 rejected and Ha accepted. If the significance value of the T test is > 0.05 then H_0 is accepted and Ha is rejected. In this study Ho rejected because the significance value of 0.000. These results are in line with research conducted by Schweichler (2013) which states the

results of Locus of control Research have a significant positive influence on financial management behavior in 348 students from Southeasterm University. This study also supports the results of studies that say that). The higher the level of internal Locus of Control owned by the individual then his Financial Management Behavior will be better (Kholilah & Iramani, 2013). In line with research conducted by Kholilah & Iramani (2013) revealed the results of research that the locus of control does affect financial behavior with its diversity still has some self-control over financial behavior.

An individual who has a belief that fate or events in his or her life are under his or her control is said to have an internal Locus of Control. While individuals who have a belief that the environment has control over the fate or events that occur in their lives are said to have an external Locus of Control. Thus, the higher the level of internal Locus of Control owned by the individual, the better his Financial Management Behavior will be.

The Influence Of Income On Personal Financial Management Behavior Through Locus Of Control In Millennial Generation In Shipping Company In Medan

Income does not have a positive and significant effect on personal financial management behavior through locus of control in millennials in shipping companies in Medan. Based on the results of the T test (partial) shows Income does not have a positive and significant effect on personal financial management behavior through locus of control in the Millennial generation in shipping companies in Medan. T-statistics is a value that is used to see the level of significance in hypothesis testing by finding the value of T-statistics through the bootstrapping procedure on PLS. In hypothesis testing can be said to be significant if the significance value of the T test < 0.05 (0.000) then the H_0 rejected and Ha accepted. If the significance value of the T test is > 0.05 then H_0 is accepted and Ha

is rejected. In this research, Ho is accepted because the significance value is 0.161. This result can be caused by income that does not affect the locus of control so that there is no influence of Income on personal financial management behavior through the locus of control.

The Influence Of Financial Knowledge On Personal Financial Management Behavior Through Locus Of Control In Millennial Generation In Shipping Company In Medan

Financial knowledge has a positive and significant effect on personal financial management behavior through locus of control in the Millennial generation in shipping companies in Medan. Based on the results of the T test (partial) shows that Financial knowledge has a positive and significant effect on personal financial management behavior through locus of control in the Millennial generation in shipping companies in Medan. T-statistics is a value that is used to see the level of significance in hypothesis testing by finding the value of T-statistics through the bootstrapping procedure on PLS. In hypothesis testing can be said to be significant if the significance value of the T test < 0.05 (0.000) then the H_0 rejected and Ha accepted. If the significance value of the T test is > 0.05 then H_0 is accepted and Ha is rejected. In this study Ho rejected because the significance value of 0.000. Financial knowledge makes a person's effectiveness in managing their finances on a daily and long-term basis especially through locus of control, this influence will be better. Therefore, an understanding of financial knowledge is needed to improve the level of ability in financial management, as well as minimize the occurrence of errors in the financial management of an individual.

CONCLUSIONS AND RECOMMENDATIONS
CONCLUSIONS
Based on the results of research and discussion that has been described in the

previous chapter, it can be concluded as follows:

1. Income does not have a positive and significant effect on the locus of control in the Millennial generation in shipping companies in Medan.
2. Financial knowledge has a positive and significant effect on the locus of control of millennials in shipping companies in Medan.
3. Income has a positive and significant effect on personal financial management behavior of millennials in shipping companies in Medan.
4. Financial knowledge has a positive and significant effect on the personal financial management behavior of millennials in shipping companies in Medan.
5. Locus of control has a positive and significant effect on the personal financial management behavior of millennials in shipping companies in Medan.
6. Income does not have a positive and significant effect on personal financial management behavior through locus of control in the Millennial generation in shipping companies in Medan.
7. Financial knowledge has a positive and significant effect on personal financial management behavior through locus of control on millennials in shipping companies in Medan.

RECOMMENDATIONS

1. In this study the financial knowledge that affect personal financial management behavior. The activity of an individual in carrying out consumption activities (using his income to purchase his needs and desires) is strongly influenced by the interaction of various factors. Therefore, knowledge of financial management that employees have is very important in determining personal financial management behavior. Employees can expand their knowledge about financial institutions and financial management individually or by attending seminars or watching on Youtube or social media to increase knowledge.

2. Suggestions to researchers are expected to increase knowledge and practical insight about the variables in the study. There are some variables that have no effect, it may be influenced by some variables that are not used in this study.

3. In the next study the researcher can use other variables to expand the research variables and their effects and improve the deficiencies contained in this study.

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