

OPTIMIZING THE POTENTIAL OF UNISBA RETIREMENTS THROUGH TRAINING IN CALCULATION OF THE COST OF PRODUCTS AND SALES AND MANUFACTURE OF CHEESE PRODUCTS

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Abstract

One of the sources of concern in retirement is economic problems. Such a problem can be overcome by utilizing available potential and resources, either in terms of education, skills, time, or funds, for productive activities that can make a major contribution to the family economy, one of which is through mentoring cheese production training and product cost calculation. The data used in this research are primary data from the pre-test and post-test results of 48 Unisba pensioners as respondents. Then, the researchers carry out descriptive statistical analysis and inferential analysis of the data results through the average difference test between the pre-test scores and post-test scores, which will later be analyzed. Based on the results of testing by SPSS, there is an increase in post-test results from the results of the previous pre-test with a significance value of <0.05 . These results indicate that the training in calculating the cost of production and sales and the manufacture of cheddar cheese has a significant effect in increasing the knowledge of training participants.

Keywords : Retirement, Product Cost, Selling Price, Community Service.

1. INTRODUCTION

Every individual who works in an institution will surely experience something inevitable, such as retirement. One of the challenges faced by retirees or those approaching retirement is uncertainty of retirement, which is influenced by psychological, economic, and social aspects. Wulandari & Lestari (2018) revealed in their research that out of 30 retirees examined, 46.6% experienced high levels of anxiety. This concern is also felt by Unisba pensioners and prospective retirees. One source of concern that arises is economic problems, as the income received from Unisba's pension fund may not be sufficient to meet the still-high living needs. An interesting perspective from financial planning experts states that 9 out of 10 employees in Indonesia are apparently not financially prepared to face their retirement years (Hakim, 2017). This is due to retirees experiencing adjustment disturbances related to economic factors because there is a difference in income received when they are still working and when they are not (Biya & Sukmayanti, 2016). This excessive worry can add problems for Unisba retirees and prospective retirees facing retirement. Based on a situation analysis conducted on Unisba retirees and prospective retirees, only a few of them view retirement with optimism, while the majority feel anxious and uneasy. According to Hurlock (1996), anxiety often arises when someone is about to face retirement. This happens because when confronting retirement, individuals experience intense

emotional upheaval. They must leave their job, friends, and all other activities they have enjoyed while still working.

The differences in perceptions and thoughts about retirement trigger various reactions from Unisba retirees and prospective retirees. Therefore, retirees and prospective retirees need to be equipped with the same understanding of retirement so that their anxiety can be overcome. From the analysis of the situation above, the main problem that arises is the non-optimal utilization of available potential and resources, either in terms of education, skills, time, or funds, for productive activities that can make a major contribution to the family economy. Data from the Unisba Pension Fund Portal, confirmed by the Unisba Pension Fund Membership Division, indicate that the total number of Unisba employees and lecturers who have and will face retirement from 2016 to 2022 is 77. The number consists of 16 lecturers (21%) and 61 (79%) administrative staff, with different working periods for each retirement as follows: 16 (21%) of 20-25 years of service, 15 (19%) of 26-30 years of service, 33 (43%) of 31-35 years of service, and 13 (17%) of those with more than 35 years of service. Meanwhile, of the 77 people who retired, 12% of the pension funds were given all at once because the pension fund's monetary value was less than IDR 100,000,000, while the rest received monthly pension funds with varying amounts.

Retirement is a new phase in one's life that is often filled with free time and new challenges. For retirees from Bandung Islamic University (UNISBA), this period is a moment full of opportunities to develop themselves and make a positive contribution to society. One way to optimize this potential is through training. Training is a systematic learning process to improve one's knowledge, skills, and abilities in a particular field. For UNISBA retirees, training can be a very valuable tool in preparing them to face new challenges, maintain the skills they already have, and improve their quality of life and independence. Through training, retirees can gain new knowledge that is relevant to the times and the needs of society. They can learn new skills that can open up business opportunities or help them engage in other productive activities. In addition, training can also increase self-confidence and motivation, so that retirees can live their retirement with high enthusiasm and satisfaction. This is in line with Suardiman (2011), who stated that retirees should engage in various activities to fill their leisure time. In a broader context, cheese making, for example, can also contribute to local economic development. By providing training to retirees on how to make cheese and calculating the cost of cheese products, we can encourage the growth of the local cheese industry. Retirees skilled in cheese making can open small businesses, such as producing local, high-quality cheese and selling it locally or through broader distribution channels. In Community Service Activities funded by Research Institutions and Community Service (LPPM), a combination approach is used between practical training and theoretical learning. The retirees were provided with basic knowledge of cheese-making techniques, including the selection of raw materials, the use of starter cultures, fermentation, settling, and maturation processes. They will also learn about methods of calculating the cost of cheese products, including identifying and calculating production costs such as raw materials, energy, labor, equipment, and other overhead costs. In addition, it also provides case examples and studies to strengthen their understanding of the practical application of cheese making and the calculation of the cost of cheese products. Retirees are given the opportunity to practice directly making cheese and calculate the cost of cheese products using relevant data. This Community Service Activity (PKM) aims to provide training to retirees on how to make cheese and calculate the cost of cheese products. This training can provide them with useful activities, trigger skill development, and potential additional income. In addition, this PKM also has relevant social and economic implications. Thus, this PKM has an important value in helping retirees use their time productively and meet their needs for social interaction, learning new things, and developing skills. Through this PKM activity, retirees get real benefits in the form of increased knowledge and skills, the development of satisfying hobbies, and potential additional income. Community service activities carried out by the Accounting Study Program, Faculty of Economics and Business, Islamic University of Bandung, help solve problems faced by Unisba retirees by providing solutions in optimizing the utilization of potential that can make a major contribution to the family economy.

2. LITERATURE REVIEW

Pension

Pension is the termination of the employment relationship between an employee and the organization where they work when the employee reaches a certain age (Rosanti and Krisnansari, 2010). Meanwhile, a pensioner is a person who has reached retirement age or meets certain requirements stipulated by a pension plan or applicable regulations. Retirees are generally those who

have ended their working period and are no longer fully active in an institution or company. Pensioners have the right to receive pension benefits, which are monthly payments or every certain period that are usually given as a substitute for income received while still working. These pension benefits can come from government pension plans, pension plans from the companies where they work, or private pension programs that they participate in. Pension guarantees are regulated in the Regulation of the Minister of Manpower No. PER.13/MEN/X/2003 concerning Pension Benefits, where this regulation regulates pension security programs for workers in the private sector. This includes provisions regarding retirement age, the amount of pension contributions, and the rights of pension participants. Meanwhile, Government regulation no. 45 of 2015 concerning pension funds regulates the formation, management, and use of pension funds. One of the things regulated is the payment of pension funds to pension participants. A pension fund program is a legal entity that manages or runs a program that promises periodic payments to participants when they reach retirement age or at other times in a manner stipulated in pension fund regulations. The Unisba Pension Fund is under the auspices of the Bandung Islamic University Foundation, established on June 16, 2000, in accordance with the Decree of the Management Board of the Islamic Education Foundation No. 173/BP-YPI/SK/6-2000 dated June 16, 2000, with the Minister of Finance's endorsement decree No. Kep-346/KM.17/2000 dated September 11, 2000.

In order to optimize the potential of retirees, it is important for the government, educational institutions, and related organizations to organize comprehensive basic cost calculation training. This training can help retirees acquire the necessary knowledge and skills to make the most of their free time through creating and managing businesses well, increasing business success, and maximizing their economic contribution to society.

Cost of Goods Sold

According to Hansen and Mowen (2006: 53), the cost of production is the total cost of goods completed during the current period. The benefits of knowing the cost of production are (1) to calculate the value of finished goods inventory; (2) to calculate the cost of goods sold; (3) to determine the basis for the selling price; (4) to determine the selling price offer for a sales contract; and (5) to win the competition in the market. According to Mulyadi (2000:10), the cost of goods is a sacrifice of economic resources to obtain assets; besides that, the cost of goods is also used to show the sacrifice of economic resources in processing raw materials into products. However, because the manufacture of these products aims to convert assets (in the form of raw material inventory) into other assets (finished product inventory), the sacrifice of these raw materials, in the form of raw material costs, will form the cost of production. The process of converting raw materials into finished products ready for sale results in the emergence of manufacturing costs (production costs).

Production costs are all costs associated with the production function or activities of processing raw materials into finished products. Production costs can be grouped into three elements: raw material costs (direct material), direct labor costs, and factory overhead costs. Raw materials, according to Halim (2007:39), are materials that, as a whole, make up the finished product and can be identified directly on the product in question. Meanwhile, Mulyadi (2012: 275) states that raw materials are materials that form an integral part of the finished product. Raw materials are used to expedite the production process. Raw materials include auxiliary materials or auxiliary raw materials and are differentiated into direct raw materials, meaning costs charged in raw material costs, and indirect raw materials, namely costs charged through an overhead cost account. Meanwhile, direct labor costs are costs incurred to pay salaries to employees who are directly involved in the company's production process for each order. Furthermore, according to Halim (2007: 90), factory overhead costs are production costs that cannot be classified as direct material or direct labor costs.

The purpose and function of calculating the cost of production are (1) to determine the selling price; (2) to determine the inventory value of finished products or products in process at the end of the year or the end of the period; (3) to calculate the amount of gross profit on product sales by subtracting the cost of goods sold sales results in the same period; and (4) to assist management in making decisions.

Previous Research

Changes in the new way of life for retirees resulted in lower consumption levels and people's purchasing power of products. The driver of the national economy must be able to increase competitiveness through more competitive marketing (Churiyah *et al.*, 2021). For this reason, training is needed to optimize the abilities of retirees. Training is very important to be carried out to increase the understanding and ability of business actors to calculate the cost of production and determine the selling price (Mulyani *et al.*, 2021; Yustitia, 2022). Determining the cost of goods sold serves as the basis for determining the selling price of the product by calculating the desired profit (Yustitia, 2022). Therefore, every business actor is advised to take into account the cost of production and the selling price of their products (Lasmini & Wardila, 2021), so that the business being run can develop and be competitive (Ersyafdi *et al.*, 2021).

3. RESEARCH METHODS

Data Collection Stages

This service activity is part of the Community Service Activities (PKM) funded by LPPM, Bandung Islamic University. The focus of this service activity is training on calculating the cost of production and sales for Unisba Bandung pensioners, consisting of 48 participants. The implementation of this PKM uses tutorials and discussions to explain the importance of calculating the cost of production, including the meaning and purpose of calculating the cost of production. Next, it discusses how to calculate the correct cost of production for cheese making and practices for calculating the cost of production for cheese production. This method was chosen so that the trainees could easily understand the material presented. The PKM preparation stage begins with a survey involving the Pension Fund, followed by an initial meeting and coordination with related parties. All instructors involved in the training prepare materials according to the agreed theme. Planning meetings are also held by the PKM team to ensure the smooth running of activities and to coordinate with related parties. All of these preparatory stages are carried out to ensure the training runs as expected. The PKM training was held on Thursday, February 16, 2023, from 08.30 to 14.00 WIB offline. The number of training participants was 48. The presentation of the material on the cost of products and selling prices was carried out by the Committee, which is a team of lecturers of the Accounting Study Program, Faculty of Economics and Business, Unisba, with the help of three students. The training material is delivered by explaining, discussing, training, and debriefing discussions with participants regarding the calculation of the cost of production, followed by presentation and practice of making Cheddar cheese, which is guided directly by expert cheese makers. The stages of activities in this service activity are as follows:

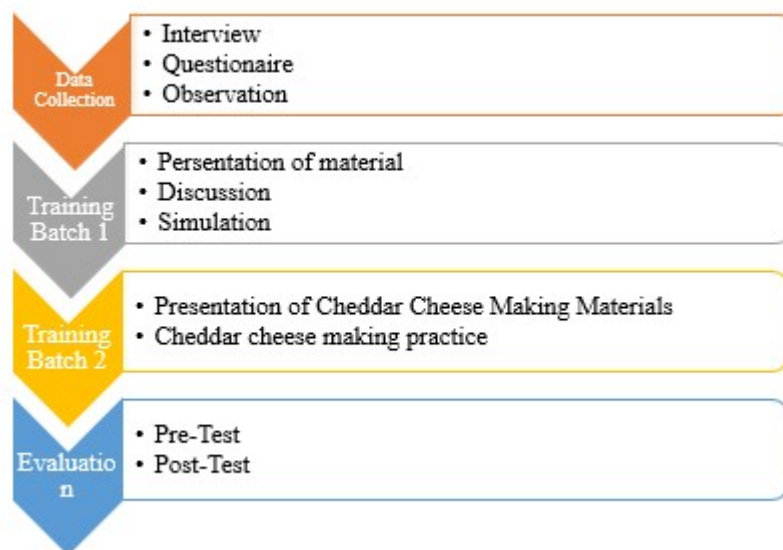


Figure 1. Stages of Activities

Source: Processed Data, 2023.

Research Methods

After all the series of PKM activities have been carried out, data processing is then conducted on the results of the pre-test and post-test. The research data is primary data from the pre-test and post-test results of Unisba pensioners, which will be analyzed using descriptive statistical analysis and inferential analysis, namely the average difference test to determine whether there is an average difference between the pre-test scores and post-test scores. If there are differences, then the results will be analyzed.

4. RESULT AND DISCUSSION

Characteristics of Respondents

When viewed by gender, the 48 participants who took part in the training consisted of 40 or 83% female participants and 8 or 17% male participants, as presented in the figure below:

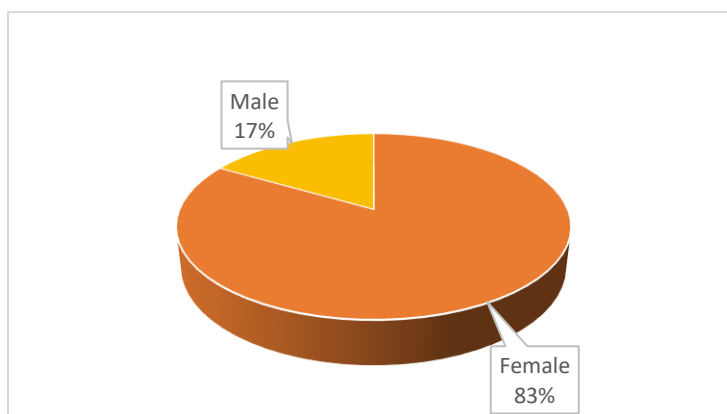


Figure 2. Participants Based on Gender

Source: Processed Data, 2023.

The picture above shows that the training participants are dominated by women. When viewed by the status of the 48 participants who attended the training, 41 people (85%) were employees and 7 people (15%) were lecturers, as presented in the image below:

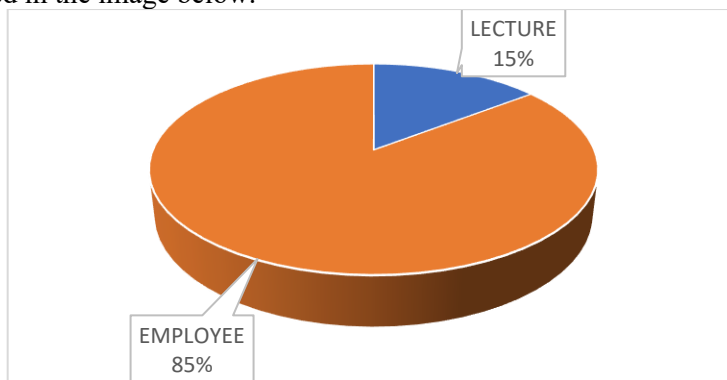


Figure 3. Participants by Status

Source: Processed Data, 2023.

Based on the picture above, it can be seen that the training participants were dominated by administrative staff. Meanwhile, the descriptive statistics of the 48 trainees can be seen in the table presented below:

Table 1

Descriptive Statistics

	N	Mean	Std. Deviation	Std. Error Mean
PRETEST	48	39.67	19.749	2.850
POSTTEST	48	66.58	20.976	3.028

Source: Processed Data, 2023.

Based on the table above, the average pre-test score is 39.67 with a standard deviation value of 19.749. Meanwhile, the average post-test score is 66.58 with a standard deviation value of 20.976. This shows that the participants gained an increased understanding and ability of the training provided, with an increase in the average score of 26.91. Even though the increase was not too big, it was quite significant when compared to before the training activities.

Difference Test

The test results on training in calculating the cost of goods sold for Unisba pensioners using a different test are shown in Table 1 below:

Table 2
Difference Test Results (Independent Samples Test)

		Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
RESULT	Equal variances assumed	.065	.799	-6.473	94	.000	-26.917	4.158	-35.173	-18.660
	Equal variances not assumed			-6.473	93.660	.000	-26.917	4.158	-35.174	-18.660

Source: Processed Data, 2023.

Based on the table above, it can be seen that the sig (2-tailed) results show a value of 0,000. The value of sig. (2-tailed) < 0.05 indicates an increase in post-test results from the previous pre-test results. Meanwhile, if the value of Sig. (2-tailed) > 0.05, there is no increase in post-test results from the previous pre-test results. The table above shows the results of sig (2-tailed) with a value of 0.000, which means there is an increase in respondents' understanding after training that is reinforced by the increase in score when seen from the post-test and pre-test of 26.91%. These results make the training in calculating the cost of production and sales and the manufacture of cheddar cheese influential.

Activity Documentation

The following is documentation as proof of the enthusiasm of retired participants in the PKM activities organized by the Unisba Faculty of Economics and Business Accounting Study Program Team.



Figure 4. Participants' Enthusiasm for Listening to the Material

Source: Community Service Activities, 2023.



Figure 5. Practice of Making Cheddar Cheese
Source: Community Service Activities, 2023.



Figure 6. The PKM Committee Take a Photo with the Resource Persons
Source: Community Service Activities, 2023.



Figure 7. The PKM Committee Take a Photo with Resource Persons and Participants
Source: Community Service Activities, 2023.

5. CONCLUSION

PKM activities carried out by the Unisba Faculty of Economics and Business Accounting Study Program have been able to provide more value to Unisba pensioners, whereas before the training activities were carried out, the participants had not been able to take advantage of their potential in carrying out productive businesses and had limited understanding of financial accounting calculations, especially in calculating production costs and setting selling prices. Likewise, before the cheese-making training was given, the participants did not understand the types of cheese and simple cheese-making. However, after being given training, they at least know how to calculate the cost of production and sales, as well as how to make cheddar cheese from simple materials using economical and highly marketable materials. In addition, the participants know how to calculate the cost of production and the selling price of cheddar cheese products.

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