

Utilisasi keterampilan pada pekerja overeducated: analisis pada lulusan perguruan tinggi = Skill utilization among overeducated workers analysis on graduates

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Abstrak

ABSTRAK

Penelitian ini berfokus pada insidensi overeducation pada pekerja lulusan perguruan tinggi dan utilisasi keterampilan pada pekerja overeducated. Overeducation ndash; bekerja pada pekerjaan yang berkebutuhan pendidikan lebih rendah daripada yang dimiliki pekerja ndash; dapat memunculkan batasan bagi pekerja untuk dapat mengutilisasikan keterampilannya dengan optimal skill underutilization . Dengan menggunakan data survey dari 435 pekerja lulusan perguruan tinggi, ditemukan bahwa hanya seperempat dari pekerja overeducated yang melapor adanya keterampilan yang kurang terutilisasi. Hasil estimasi ekonometrik menunjukkan bahwa lulusan S2/S3 dan pekerja paruh waktu lebih berpeluang mengalami overeducation sedangkan pekerja pada perusahaan menengah atau besar berpeluang lebih rendah mengalami overeducation. Overeducation, skill underutilization, dan bekerja paruh waktu ditemukan menurunkan kepuasan kerja sedangkan memiliki pendidikan S2/S3 meningkatkan probabilitas kepuasan kerja.

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ABSTRACT

This study focuses on overeducation incidence among graduates and the underlying skill utilization among the overeducated workers. Overeducation ndash; working in a job below one rsquo s own level of education ndash; can impose a limitation to worker rsquo s skill utilization. By using a survey data from 435 working graduates, it is found that among the overeducated workers, only a quarter of workers that report skill underutilization while the rest of them report no skills underutilization. Result from econometric regression on probability of overeducation suggests that having a Master Doctoral degree and working in a part time job increase the probability of being overeducated while working in a medium or large firm decreases the probability. Overeducation, skill underutilization, and working in a part time job are found to lower the probability of being satisfied with one rsquo s job while having a Master Doctoral degree increase the probability of overall job satisfaction.