

## Qualification Mismatch Dan Pendapatan Tenaga Kerja Di Indonesia = Qualification Mismatch and Labor Earnings in Indonesia

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### Abstrak

Penelitian ini bertujuan untuk memeriksa kejadian qualification mismatch dan pengaruhnya terhadap pendapatan tenaga kerja di Indonesia. Dengan memanfaatkan SAKERNAS 2018, kejadian qualification mismatch diidentifikasi menggunakan metode normatif. Vertical mismatch didapat dengan membandingkan tingkat pendidikan dan KBJI 1 digit, sedangkan horizontal mismatch membandingkan 3 digit ISCED-F dan KBJI 3 digit. Pada tahun 2018, persentase kejadian undereducation sebesar 4.6% dan overeducation sebesar 27.9%. Sedangkan kejadian field of study mismatch terjadi pada 68.4% tenaga kerja di Indonesia. Pengaruh qualification mismatch baik undereducation, overeducation, dan field of study mismatch terhadap pendapatan tenaga kerja diestimasi dengan menggunakan metode ordinary least square. Hasil menunjukkan bahwa terdapat income premium pada tenaga kerja yang mengalami undereducation sebesar 5.46%-6.54%. Tenaga kerja yang mengalami overeducation mendapatkan income penalty sebesar 6.72%-8.06% sedangkan yang mengalami field of study mismatch sebesar 6.37%-7.36%. Namun, pengaruh qualification mismatch tersebut membesar pada pendapatan tenaga kerja pada kelompok lulusan pendidikan vokasi serta sektor manufaktur.

This study aims to examine qualification mismatch incidence and its effect on labor earnings in Indonesia. Indonesia's labor force structure shows that the largest proportion of the labor force is high school graduates. Thus, it is necessary to investigate qualification mismatch effects on labor income with a minimum qualification of senior high school. Using SAKERNAS 2018, the number of qualification mismatch incidence is calculated using normative method. In 2018, undereducation incidence was 4.6% and overeducation was 27.9%. While the field of study mismatch occurred in 68.4% of the labor force in Indonesia. The effect of qualification mismatch on labor income is estimated using ordinary least square method. The results show that there is income premium for undereducated labor. Overeducated labor get 6.72%-8.06% income penalty, while those who experience a field of study mismatch suffered 6.37%-7.36%. However, the wage effect of the qualification mismatch has widened for labor from vocational education graduates and manufacturing sectors.