

Pasar kerja fleksibel dan eksklusi sosial di perguruan tinggi : suatu studi tentang kondisi kerja tenaga pendidik Apprentice di FISIP UI pasca skema tenaga pendidik UI = Labour market flexibility and social exclusion in higher education : a study on working conditions of the Apprentice Lecturers at FISIP UI post new labor scheme in University of Indonesia

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Abstrak

Tujuan penelitian menggambarkan perubahan status dan peran, serta pola eksklusi pada tenaga pendidik apprentice di FISIP UI. Metode kualitatif dilakukan dengan wawancara mendalam, observasi, dan studi dokumen. Temuan menunjukkan transformasi struktural menciptakan biaya sosial diantaranya eksklusi sosial pada tenaga pendidik apprentice di FISIP UI. Pasca pelaksanaan skema tenaga pendidik, tenaga pendidik apprentice mendapatkan peningkatan status kerja, namun disertai penurunan kondisi kerja, akses, dan kesempatan kerja. Bervariasinya eksklusi antar individu berhubungan dengan proses rekrutmen, jenis kelamin, posisi kerja di departemen, melemahnya hubungan sosial, serta sulitnya memasuki pasar kerja formal. Eksklusi ini merupakan proses yang tidak dapat dihindarkan untuk menjadi tenaga pendidik tetap dan ini diterima sebagai suatu nilai yang berlaku di universitas.

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The aims of this research are to describe the changing roles, statuses and exclusion pattern of apprentice lecturers in FISIP UI. The study used qualitative methods that carried out through in-depth interview, direct observation, and document study. The research findings show that the structural transformation of the university followed by internal labour market flexibilization has created social costs such as social exclusion on apprentice lecturers at FISIP UI. Post implementation of new labor scheme policy, apprentice lecturers got higher working status but accompanied by worsening working condition, access, and opportunities to work. The variation of social exclusion among individuals is related to recruitmen process, gender, job positions in department, weakening social ties, and the difficulties of entering formal labor market. Exclusion is an unavoidable process for the apprentice lecturers for achieving their full time status and even it has been perceived as a given university value.