

Dampak Qualification Mismatch terhadap Upah di Indonesia = Effect of Qualification Mismatch on Wage in Indonesia.

Heny Wulandari, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20507098&lokasi=lokal>

Abstrak

ABSTRAK

Penelitian ini bertujuan mengestimasi dampak qualification mismatch terhadap upah. Studi serupa di negara berkembang, khususnya di Indonesia, masih belum mempertimbangkan adanya potensi omitted variable bias dan measurement error sehingga penelitian ini diharapkan mengisi kekurangan tersebut. Studi ini menggunakan data individu Sakernas panel tahun 2017-2018 dan instrumental variable (IV) yang berasal dari basis data O*NET untuk mengatasi kedua endogenitas tersebut. Insiden undereducation lebih umum terjadi daripada overeducation. Hasil estimasi dengan metode FE-IV menunjukkan bahwa pekerja undereducated menerima wage penalty dibandingkan dengan pekerja yang matched. Sementara pekerja overeducated tidak menerima tambahan upah atas kelebihan tahun pendidikannya.

<hr>

ABSTRACT

This study aims to estimate the impact of qualification mismatch on wages. Most studies in developing countries, especially in Indonesia, do not address omitted variable bias and measurement error. This research contributes to the scarce literature that take into account of these shortcomings. This study uses Sakernas panel data set in 2017-2018 and instrumental variable derived from O*NET to overcome the endogeneity. Undereducation incidents are more common than overeducation. Estimation results using FE-IV method shows that undereducated workers receive wage penalty compared to matched workers. Furthermore, overeducated workers do not receive additional wages for their excess years of education.