

# Profil Pendapatan Pekerja Industri Manufaktur: Teknologi Digital dan Vertical Mismatch di Indonesia = Income Profile of Manufacturing Industry Labor: Digital Technology and Vertical Mismatch in Indonesia

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## Abstrak

Optimalisasi penggunaan teknologi berperan dalam industri manufaktur agar mampu mencapai potensi produktifitas yang penuh di era ekonomi digital. Adanya transformasi teknologi digital ini dapat memberikan kontribusi besar pada struktur pendapatan pekerja industri manufaktur. Sementara itu, industri manufaktur yang merupakan leading sector perekonomian nasional dalam kurun waktu 2014 hingga 2018. Namun didominasi dengan pekerja berkarakteristik vertical mismatch (ketidaksiesuaian antara tingkat pendidikan dengan jenis pekerjaan) yakni diatas 90 persen dan Indonesia menempati posisi tertinggi diantara negara Asia Pasifik lainnya untuk proporsi pekerja vertical mismatch. Resiko tenaga kerja yang berkarakteristik vertical mismatch, khususnya bagi pekerja overqualified adalah upah di bawah standar yang dikarenakan investasi mereka pada tingkat pendidikan tidak dipakai secara optimal. Penelitian ini bertujuan mempelajari pengaruh teknologi digital dan vertical mismatch terhadap pendapatan pekerja industri manufaktur di Indoensia menggunakan data Survei Angkatan Kerja Nasional (Sakernas) Agustus 2019. Hasil regresi linier berganda menunjukkan bahwa teknologi digital dan vertical mismatch berpengaruh secara signifikan terhadap pendapatan. Pekerja underqualified cenderung memperoleh pendapatan lebih besar dibandingkan mereka yang tergolong well-matched sedangkan pekerja overqualified akan dihadapkan dengan wage penalthy atau upah yang rendah. Adanya kemampuan menguasai teknologi digital seperti komputer, smartphone, dan teknologi digital lainnya mampu menambah pendapatan pekerja vertical mismatch dengan kecenderungan lebih tinggi.

.....Optimizing the use of technology has a role in the manufacturing industry in order to be able to reach its full productivity potential at this digital economy era. The existence of this digital technology transformation impacts on a major contribution toward income structure of manufacturing industry labors. Meanwhile, the manufacturing industry was the leading sector of the national economy from 2014 to 2018. However, it is dominated by workers with vertical mismatch characteristics (the mismatch between the level of education and the type of work) which is above 90 percent. Furthermore, Indonesia occupied the highest position among other Asia Pacific countries in terms of vertical mismatch worker proportion. The risk of labor which is characterized by a vertical mismatch, especially for overqualified workers, is wages that are below standard because their investment in education level is not used optimally. This research aims to study the effect of digital technology and vertical mismatch on the income of manufacturing industry labors in Indonesia using data from the National Labor Force Survey (Sakernas) August 2019. The results of multiple linear regression indicate that digital technology and vertical mismatch have a significant effect on income. Underqualified labors tend to earn more than those who are classified as well-matched, while overqualified labors will be faced with wage penalthy or low wages. The ability to master digital technology such as computers, smartphones and other digital technologies is able to increase the income of vertical mismatch labors with a higher tendency.