

DOES THE PERSON YOU MARRY DEFINE WHO WORK(S) AND YOUR CAREER SUCCESS?: ANALISIS DATA IFLS-5 = DOES THE PERSON YOU MARRY DEFINE WHO WORK(S) AND YOUR CAREER SUCCESS?: ANALISIS DATA IFLS-5

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Abstrak

Pola pembagian kerja di keluarga mulai berubah ke arah dual-earner walaupun masih didominasi male breadwinner. Untuk itu, penelitian ini bermaksud untuk mengetahui pengaruh investasi sumber daya (pendidikan dan pengalaman kerja) pasangan selain dirinya sendiri terhadap keputusan siapa yang bekerja di keluarga. Tujuan kedua adalah untuk mengetahui apakah ada akumulasi sumber daya (diri sendiri dan pasangan) tersebut juga mempengaruhi kesuksesan karir individu menikah. Hasil penelitian menunjukkan bahwa pengaruh efek keputusan gender tradisional (jika pendidikan suami dan pengalaman kerjanya lebih tinggi dari istri) bisa saja menurunkan probabilitas suatu keluarga mempunyai pola dual career daripada male bread winner. Selain itu, sumber daya pasangan juga mempengaruhi hasil pasar tenaga kerja (pendapatan) individu menikah yang bekerja dan akhirnya bisa diproksikan sebagai kesuksesan karir.

..... The pattern of division of labor in the family began to change towards dual-earners although it was still dominated by male breadwinners. For this reason, this study aims to determine the effect of investment in resources (education and work experience) of partners other than themselves on the decision of who works in the family. The second goal is to find out whether there is an accumulation of resources (self and partner) that also affects the career success of married individuals. The results show that the effect of traditional gender decisions (if the husband's education and work experience is higher than the wife's) may reduce the probability of a family having a dual career pattern than the male bread winner. In addition, spouse resources also affect the labor market outcomes (income) of married individuals who work and can ultimately be proxied as career success.