

INTISARI

Munculnya pergeseran preferensi perekrutan serta perhatian pada determinan sistem pengupahan yang lebih menekankan kemampuan nonkognitif (kepribadian) perlu menjadi perhatian baik bagi tenaga kerja maupun pemerintah. *Evidence based policy* dibutuhkan untuk bisa membantu calon tenaga kerja di Indonesia dalam memperkuat akumulasi salah satu komponen modal manusia ini. Dengan memanfaatkan data *Indonesia Family Life Survey* (IFLS) gelombang 5 yang mencakup *Big Five Personality Traits* serta menggunakan pendekatan metode OLS dan *community fixed-effect*, penelitian ini menunjukkan bahwa secara umum kepribadian berpengaruh positif terhadap upah pekerja di Indonesia. Selain itu, hasil estimasi menunjukkan bahwa *emotional stability* menjadi dimensi kepribadian yang paling konsisten dalam menunjukkan dampak yang paling besar dan signifikan terhadap upah pekerja. Estimasi heterogenitas menemukan bahwa dampak kepribadian terhadap upah yang signifikan utamanya hanya terdapat pada sektor pekerjaan formal serta di wilayah urban.

Kata kunci: Pekerja Indonesia, Kepribadian, *Big Five Personality Traits*, Upah, *Community Fixed-Effect*

ABSTRACT

The emergence of a shift in recruitment preference and concern about the determinant of compensating system that emphasizes the noncognitive ability (personality) should be a concern either for the workers or the government. Evidence-based policy is needed to help workforce candidates in Indonesia to strengthen the accumulation of these components of human capital. By utilizing data from the fifth wave of the Indonesia Family Life Survey which covers the Big Five Personality Traits and using OLS and the community fixed-effect method, this study shows that in general, personality has a positive effect on workers' wages in Indonesia. Moreover, the estimation results show that emotional stability consistently becomes the most significant personality dimension in affecting wages and has the greatest impact on wages. Furthermore, heterogeneity estimations of the significant impact of personality were found mainly in the formal sector and urban areas.

Keywords: Indonesian workers, Personality, Big Five Personality Traits, Wages, Community Fixed-Effect