

INTISARI

Tujuan penelitian adalah untuk menganalisis 1). faktor penentu upah, 2). diferensiasi gender dalam hal jabatan, bidang pekerjaan dan peluang karir, 3). diferensiasi gender dalam hal upah

Penelitian dilaksanakan di PT.PSUT Jambi. Diambil 200 pekerja secara proporsional random sampling berdasarkan jenjang jabatan/bidang pekerjaan. Analisis data menggunakan regresi linier dan uji beda rata-rata (uji z dan t).

Penelitian menemukan bahwa upah pekerja laki-laki berhubungan positif dengan umur, pendidikan, masa kerja. Pekerja laki-laki berstatus kawin menerima upah lebih rendah dari yang belum kawin dan pekerja migran menerima upah lebih rendah dari pekerja non-migran. Upah pekerja perempuan berhubungan positif dengan pendidikan dan masa kerja. Upah pekerja keseluruhan (laki-laki dan perempuan) berhubungan positif dengan umur, pendidikan dan masa kerja. Pekerja yang berstatus kawin menerima upah lebih rendah dari yang belum kawin dan pekerja migran menerima upah lebih rendah dari pekerja non-migran.

Dalam hal jabatan/bidang pekerjaan, pekerja perempuan tersegmentasi pada jabatan yang rendah, pada bidang administrasi dan bidang produksi yang tidak membutuhkan ketrampilan tinggi. Sebaliknya pekerja laki-laki dapat menempati jabatan yang tinggi dan pada bidang produksi yang membutuhkan ketrampilan tinggi. Peluang karir pekerja laki-laki juga lebih baik dibandingkan pekerja perempuan.

Upah pekerja perempuan hanya 85,9 persen dari pekerja laki-laki. Pada berbagai jenjang jabatan/bidang pekerjaan, upah pekerja perempuan selalu lebih rendah dari pekerja laki-laki. Perbedaan tersebut lebih nyata pada jenjang jabatan/bidang pekerjaan yang berupah tinggi. Pada semua kelompok umur, terdapat perbedaan upah pekerja laki-laki dan perempuan. Pada umur-umur muda (15-19 tahun dan 20-24 tahun), upah pekerja perempuan lebih tinggi dari laki-laki. Pada umur tua (25 tahun ke atas) upah pekerja laki-laki lebih besar dari perempuan. Selanjutnya, berdasarkan pendidikan, perbedaan upah pekerja laki-laki dan perempuan hanya terdapat pada jenjang pendidikan SLTA dan Akademi/Perguruan Tinggi, dimana pekerja perempuan menerima upah lebih rendah dari pekerja laki-laki.

Berdasarkan status kawin ternyata upah pekerja laki-laki dan perempuan hanya berbeda pada pekerja yang berstatus kawin, di mana upah pekerja perempuan lebih rendah dari upah laki-laki. Selanjutnya berdasarkan pengalaman kerja perbedaan upah hanya terjadi pada pekerja dengan masa kerja yang relatif lama (di atas 1,5 3 tahun) di mana upah pekerja perempuan relatif lebih rendah dari pekerja laki-laki.



ABSTRACT

The aims of this research are to 1) analyse the factors that determine wages, 2) analyse gender differentiation in terms of ranks/type of work and career opportunity, and 3) analyse gender differentiation in terms of the wages.

The research was carried out in PT.PSUT Jambi. As many as 200 workers were selected through a proportional random sampling based on ranks/types of work. The data analysis adopted a linear regression and a mean differential test (z-test and t-test).

The research findings show that male workers' wages are positively correlated with age, education, and length of service. The wages of married male workers are lower than the wages of single male workers. Female workers' wages are positively correlated with education and length service. The wages of workers as a whole (male and female) are positively correlated with age, education, and length of service. The wages of married workers are lower than the wages of single workers. The wage of migrant workers are lower than the wages of non-migrant workers.

In terms of ranks/type of work, female workers were segmented on low ranks of work, administration work, and production work that not required a high skill. On the contrary, male workers were segmented on high ranks of work, and on production work that required a high skill. The career opportunity of male workers are better than the career opportunity of female workers.

Female workers receive only 85.9 percent of the amounts that male workers receive. At various ranks/types of work, the wages of female workers are invariably lower than the wages of male workers. This difference is more noticeable with highly paid ranks/types of work.

Wage differences between male and female workers are found at all age-groups. At the younger age range (15-19 and 20-24), the wages of female workers are higher than the wages of male workers. However, at the older age range (25 years and beyond) the wages of male workers are higher than the wages of female workers. In term of education, wage differences between male and female workers occur only at secondary and tertiary levels, where female workers receive lower wages than male workers do.

In terms of marital status, it is found that the wages of male and female workers only for married workers, i.e., female workers' wages are lower than male workers' wages. In terms of experience, wage differences occur for workers with relatively longer lengths of services (beyond 1.5 - 3 years), where the wages of female workers are relatively lower than the wages of male workers.