



### *Abstract*

Casual workers has increased in recent decades but faced to the probability of job dissatisfaction at the same time. Ordered probit is using to analyze 9268 respondents of Indonesian Family Life Survey 5 and found that casual workers have a higher probability of job dissatisfaction than paid workers. The satisfaction of casual workers is not only determined by individual characteristics, job characteristics, and income, but the segregation of workers into the industry with few benefits is also an important determinant. The results of the study are supported by the Labor Market Dualism Theory that the work sector with few benefits is dominated by involuntarily casual workers, so they tends to experiencing job dissatisfaction. However, this study also found that workers with the probability of being paid workers in middle quintile actually showed that casual workers had higher job satisfaction than paid workers. This result suggests that Labor Market Dualism Theory cannot be fully used to explain the conditions of casual workers in Indonesia.

**Keywords** : Ordered probit, Casual workers, Job satisfaction, Indonesia  
**JEL Classifications** : C35, J23, J28, O53



## Intisari

Jumlah pekerja bebas mengalami peningkatan beberapa dekade terakhir, tetapi dihadapkan pada probabilitas ketidakpuasan kerja. Ordered probit digunakan untuk menganalisis 9268 responden di Indonesian Family Life Survey 5 dan menemukan bahwa pekerja bebas memiliki probabilitas tidak puas terhadap pekerjaan lebih tinggi dibanding pekerja tetap. Kepuasan pekerja bebas tidak hanya dipengaruhi oleh karakteristik-karakteristik individu, karakteristik-karakteristik pekerjaan, dan pendapatan, tetapi segregasi pekerja ke dalam industri dengan tunjangan kerja terbatas juga merupakan determinan penting. Hasil penelitian didukung oleh Teori Dualisme Pasar Tenaga Kerja bahwa sektor kerja dengan tunjangan terbatas didominasi oleh pekerja bebas secara tidak sukarela, sehingga cenderung mengalami ketidakpuasan kerja. Namun, penelitian ini juga menemukan bahwa pekerja dengan probabilitas jadi pekerja tetap di kuantil menengah justru menunjukkan pekerja bebas memiliki kepuasan kerja lebih tinggi dibanding pekerja tetap. Hasil tersebut menunjukkan bahwa Teori Dualisme Pasar Tenaga Kerja tidak dapat sepenuhnya digunakan untuk menjelaskan kondisi pekerja bebas di Indonesia.

**Kata kunci** : Ordered probit, Pekerja bebas, Kepuasan kerja, Indonesia  
**Klasifikasi JEL** : C35, J23, J28, O53