

**ANALISIS KESENJANGAN UPAH *HORIZONTAL*
JOB-EDUCATION MATCH DAN *MISMATCH* PADA
LULUSAN SEKOLAH MENENGAH KEJURUAN**

TESIS

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ABSTRAKANALISIS KESENJANGAN UPAH *HORIZONTAL* *JOB-EDUCATION MATCH* DAN *MISMATCH* PADA LULUSAN SEKOLAH MENENGAH KEJURUAN

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ABSTRAK

Penelitian ini menganalisis kesenjangan upah antara pekerja lulusan Sekolah Menengah Kejuruan (SMK) yang bekerja sesuai bidang pendidikannya (*job-education match*) dan yang mengalami ketidaksesuaian bidang kerja (*horizontal mismatch*) menggunakan data Sakernas Agustus 2023. Dengan menerapkan model *Heckman Two-Step*, regresi OLS, dan dekomposisi *Blinder-Oaxaca*, penelitian ini bertujuan mengukur perbedaan rata-rata upah, menganalisis pengaruh karakteristik individu dan pekerjaan terhadap upah, serta mengidentifikasi sumber kesenjangan upah berdasarkan komponen *explained* dan *unexplained*. Hasil menunjukkan bahwa pekerja yang *match* memperoleh upah lebih tinggi dibandingkan pekerja *mismatch*. Variabel usia, jenis kelamin, jam kerja, masa kerja, dan lokasi perkotaan berpengaruh positif signifikan terhadap upah, sedangkan kepemilikan pekerjaan kedua berdampak negatif. Sektor manufaktur memberikan premi upah tertinggi bagi kedua kelompok. Dekomposisi *Blinder-Oaxaca* menunjukkan bahwa sebagian besar kesenjangan upah disebabkan oleh perbedaan karakteristik individu dan pekerjaan (*explained effect*), sementara sisanya berasal dari perbedaan struktur pengupahan (*unexplained effect*), menandakan adanya penalti upah bagi lulusan SMK yang mengalami *horizontal mismatch*.

Kata Kunci: *Horizontal mismatch*, upah, Sekolah Menengah Kejuruan, *Heckman Two-Step*, *Blinder-Oaxaca decomposition*

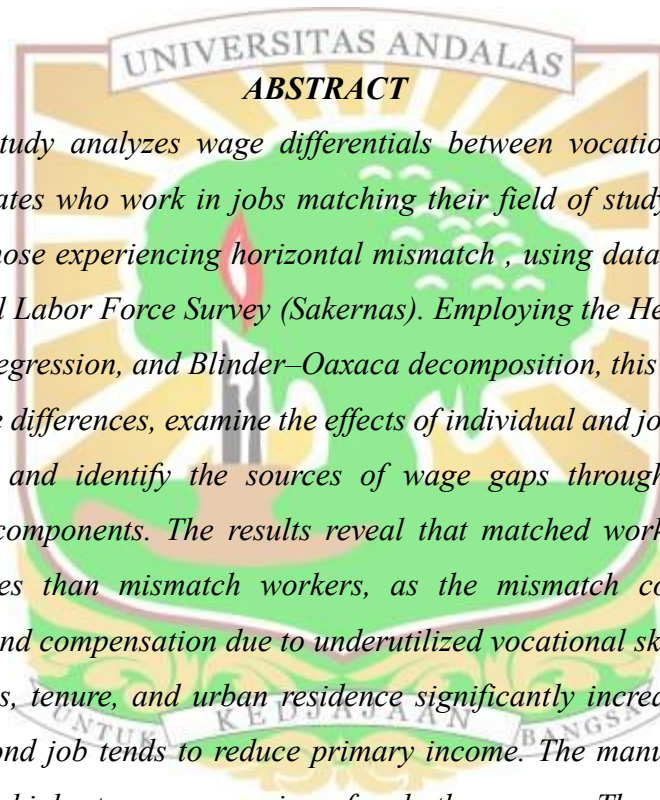
**ANALYSIS OF HORIZONTAL JOB–EDUCATION MATCH AND MISMATCH
WAGE GAP AMONG VOCATIONAL HIGH SCHOOL GRADUATES**

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ABSTRACT

This study analyzes wage differentials between vocational high school (SMK) graduates who work in jobs matching their field of study (job–education match) and those experiencing horizontal mismatch , using data from the August 2023 National Labor Force Survey (Sakernas). Employing the Heckman Two-Step Model, OLS regression, and Blinder–Oaxaca decomposition, this research aims to measure wage differences, examine the effects of individual and job characteristics on earnings, and identify the sources of wage gaps through explained and unexplained components. The results reveal that matched workers earn higher average wages than mismatch workers, as the mismatch condition reduces productivity and compensation due to underutilized vocational skills. Age, gender, working hours, tenure, and urban residence significantly increase wages, while having a second job tends to reduce primary income. The manufacturing sector provides the highest wage premium for both groups. The Blinder–Oaxaca decomposition indicates that most of the wage gap is explained by differences in individual and job characteristics (explained effect), while the remaining gap arises from differences in the wage structure (unexplained effect), implying that mismatch SMK graduates face wage penalties in Indonesia’s labor market.

Keywords: *Horizontal mismatch , wage, vocational high school, Heckman Two-Step, Blinder-Oaxaca decomposition*