Jurnal Manajemen dan Bisnis
Vol. 11, No. 2, December 2022, pp. 217-226
Sekolah Tinggi Ilmu Ekonomi Indragiri (STIE-I) Rengat
https://journal.stieindragiri.ac.id/index.php/jmbi/issue/view/25
P-ISSN : 2302-4313
E-ISSN : 2621-4199

THE INFLUENCE OF JOB MISMATCH, LABOR INCOME, JOB SATISFACTION ON JOB PERFORMANCE AT TIONGHOA PALM OIL FACTORY IN INDRAGIRI HULU, RIAU, INDONESIA

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Submited: 2022.12.08 Reviewed: 2022.12.29 Accepted: 2023.01.04
https://doi.org/10.34006/jmbi.v11i2.510

ABSTRACT

Referring to the job environment fit theory, the goal of this study is to examine theinfluence of job mismatch, labor income, job satisfaction on job performance of well-trained experienced labor. Based on the Survey which has done in 2020 fromthe Tionghoa Palm Oil Factory in Indragiri Hulu, the study analyzed 2000 samples. They are the well-trained experienced workers in Tionghoa Palm Oil Factory in Indragiri Hulu. The research finding shows the level of well-trained experience labor influence on overall labor income, job satisfaction, and Job performance significantly. Particularly, job mismatch of well-trained experience labor and workforce both positively affected labor income and job satisfaction. Moreover, interms of the relationship between job mismatch, labor income, job satisfaction, andjob performance, the effect of labor income and job satisfaction was verified. The study revealed that it is pivotal to approach the attainment of an exemplary workforce from the viewpoint of job mismatch, so that excellent and highly well- trained experience labor as human resources can be placed in the best possible position to greatly increase their personal attributes and productivity. Job mismatch has a positively influence on job performance through labor income and job satisfaction, it is vital to boost advanced talent utilization strategies, which include job mismatch, compensation, such as salaries and bonuses, and psychological aspects, such as job satisfaction.

Keywords: Job Mismatch; Job Satisfaction; Well-Trained Experience Labor, Job Performance

INTRODUCTION

In developing nations, many dynamic emerging markets and developing nations have already reaped significant gains from integrating into the global economy andabsorbing new technology. However, many nations continue to confront the challenge of gaining up to advanced economies, a process that requires structural transformation, involving both quicker rates of factor accumulation and increase intotal factor productivity. Many emerging countries are also confronted with significant and, in some cases, rising inequality (IMF, 2013). In the new normal and fourth industrial revolution era, which are marked by fast

technological improvement, slow economic growth, low fertility, and aging populations, job mismatch is a possible issue. At this moment, Human resources become crucial thanprevious period (Era Dabla-Norris et al., 2015). In Fact, company needs to develop and build high-quality talented human capital in order to support the productivity to achieve the target well. In other words, human resource is a prior. But it has special category. Human capital with great creativity, experience, skill and competency will become valuable assets to assist the business innovation and profitin order to reach the goal.

The labor market's performance varies throughout the year. Employment outcomes tend to change significantly, although estimates of jobless employees stay quite steady every year (Betancourt Galeano et al., 2016). In Indonesia, there are lots of palm oil factory that support the economic growth. The company gathers the resources from the public or private palm tree garden. The owners are as follow Tionghoa ethnics, Batak, Minang, Javanese, Malay etc. In this study, existing phenomena will be analyzed on Tionghoa Ethnics Factory. It seems job mismatch happen.

In such a circumstance, the knowledge, skills, and capacities required by specific jobs may differ from the human resources available in the given workforce, whichis referred to as 'job mismatch.' Meanwhile, it is clear that the problem of labor market mismatch has primarily been discussed in terms of labor supply-demand mismatch at a macro level, with relatively few studies on job mismatch at an individual level. Job mismatch, on the other hand, has a significant impact on laborperformance (Allen & Velden, 2001). It should not be underestimated, as job mismatch has been identified as a factor that has a negative influence on financial efficiency in addition to individual wage levels, job satisfaction, and job performance outcomes.

Based on the job-environment fit theory, the purpose of this study is to analyze the impact of well-trained experience labor's job mismatch, labor income, job satisfaction on job performance. As a result, the study intends to draw policy implications for creating an environment that improves labors' satisfaction and jobperformance by allowing them to fully use their abilities in the appropriate position

THEORETICAL FRAMEWORK

Job Fit Theory

Job fit defines as on how a job being done by a worker in a suitable position which suits to his knowledge, skills and capacities (Edwards, 1991). Job fit is part of the person-environment fit theory. The theory mentioned, the more suitable individual job characteristics are in the workplace, the better the individual's job performance(Schneider et al, 1995). There are three components of the person-environment fit theory. They are individual-organizational fit, individual-group fit, and individual- job fit. From the three components, individual-job fit is the most influence variable to job performance (Brown, 1995). It can be implied that the right man on the rightplace affects job performance in order to support the company in achieving the goal. Then from the point of view of job characteristics theory, each job has its own character and it impact to build personal character. There are five characteristics of skill variety, job identity, job significance, autonomy, and feedback in measuring the job characteristics (Hackman & Oldham, 1975).

This job fit can also be used to describe job mismatch, which refers to the degree to which a worker's educational attainment, proficiency, major, and interests fields correspond to the level of difficulty or needed competence of a certain job (Graham,2013). Job mismatch research can be divided into three categories: education mismatch, skill mismatch, and subject mismatch. The level of disparity between an actual worker's educational attainment

and the job requirement, which can lead to overeducation or undereducation in that educational attainment is measured as an objective indicator termed academic background, is referred to as education mismatch. The extent of mismatch between each individual worker's skills and the skills required by job characteristics is referred to as skill mismatch (Allen & Weert, 2007), in line with the concept of human capital. In addition, as higher education becomes more popular, the concept of mismatch is gaining traction (Kyoung & Eun, 2009). Subject mismatch has received less attention than education or skill mismatch; yet, this topic is extremely useful for examining high education curricula and job fit by determining the degree of connection between workers' majors and job characteristics (Maarten, 2003). The most commonly studied field is education mismatch, and it is thought that academic background as a mediator variable conveys the signal's practical contents and the skills, knowledge, and forms of capacity required for actual job performance (Kyoung & Eun, 2009).

As previously indicated, a number of research on job mismatch have been conducted as well and have found that it has a negative impact on the labor market, including poor earnings and work satisfaction (Kostas et al, 2013), and most of them have looked at the effects of over-education on salaries and work satisfaction, with a particular focus on education mismatch (Felix & Grip, 2003). Montt looked at cross-national estimates on mismatch and wage penalty, and found that workers who are overqualified and mismatched by work areas face a wage penalty (Montt, 2017). Employment mismatch research has primarily focused on changes in environmental job features resulting from the development and intensification of specific technologies. The correlation between job mismatch in IT (Information Technology) applications and productivity is investigated, taking into account current employment needs as well as the evolution of IT technology and sectors (Wade & Parent, 2002). Pala et al also explored the effects of educational mismatch on individual performance, and another study discovered that not only individual work happiness, but also educational and skill mismatch can affect salary levels and job search activity (Pala et al, 2015).

Labor Income, Job Satisfaction, and Job Performance

Returns to unskilled and skilled work make up the bulk of labor's portion of national revenue (human capital). Human capital compensation is the consequence of previous investments in education, training, and experience (broadly defined). The compensation of a zero-skilled, inexperienced worker is known as raw labor remuneration. As a result, the wages of each worker are made up of two additive components: raw labor and human capital. Literacy and enrolment rates were used as proxy for human capital in the early empirical literature on human capital. Average years of schooling, on the other hand, are not always a fair indicator of human capital. Another link is that income inequality influences the rate at which growth leads to poverty reduction: in nations with significant beginning inequality or where growth primarily helps the non-poor, growth is less effective in reducing poverty (Escosura & Rosés, 2003). Alternative ways for estimating the revenue generated by proprietors and the self-employed have been developed Hourly earnings of employees by industry, sex, age, and education must be calculated in order to assess labor income. Compensation data and hours of work by industry, sex, age, education, and worker class are used to estimate employee incomes as well as the implicit labor incomes of employers, unpaid family workers, and the self-employed, assuming that the latter three earn an hourly wage equal to that of employees with similar sex, age, educational, and industrial characteristic. (Escosura & Rosés, 2003).

A direct measure of the shares of human capital and raw labor was developed by

Casey B. Mulligan and Xavier Sala-i-Martin (1997). They defined salaries as the total of the returns on previous investments in human capital and the value of raw labor, based on the intuition that a worker's quality would be proportional to the wage rate earned in the marketplace. To put it another way, any individual's compensation is equal to the sum of human capital returns plus the wage rate of a zero-skilled worker. As a result, for a given economy, their definition of human capital is the weighted total of all workers, where the weights represent the ratio oftheir earnings to the wage of the zero-skilled worker. This is the same as aggregation (Mulligan & Xavier, 1997).

A worker's remuneration may be separated into three parts: one for unskilled labor (equivalent to the minimum wage), another for education (equal to the skilled worker's minimum wage minus the remuneration for unskilled work), and the thirdfor experience and on-the-job training (the remaining remuneration). This worker- level measure of human capital can simply be converted into an aggregate measure of raw labor, education, and training returns (Joan,1998).

According to the previous research and explanation above, Hypotheses of this studyas follow:

H1: Job mismatch positively influences on labor income
H2: Job mismatch positively influences on job satisfaction
H3: Job mismatch positively influences on job performance
H4: Labor income positively influences on job performance
H5: Job satisfaction positively influences on job performance

METHOD

Research Model

A study model was developed based on previous research to examine the impact between job mismatch, job satisfaction, and individual job performance. The focus of job mismatch was on skill mismatch. Many research on job dissatisfaction have concentrated on the analysis of over- or under-education, oftenknown as education mismatch. Because there is a scarcity of literature on skill mismatch, it was required to investigate it. As a result, the phrase "skill mismatch" encompasses a wide range of topics, including skill gaps, skill shortages, and skill obsolescence. As a result, the independent variable 'job mismatch' was investigatedin this study by focusing on skill mismatch. The difference between individual capacity as recognized by well-trained labor and current job requirements is known as skill mismatch. First, the effects of well-trained labor workforce job mismatch on wage and job satisfaction were investigated. The impacts of income and work satisfaction on job performance were then investigated. Finally, the impact of labor income on job satisfaction was looked into.

Pilot Testing

A pilot was carried out to determine the suitability of questionnaire, including its format, substance, and the understandability of any terminology utilized. A total of2,000 respondents took part in the pre-testing of the questionnaire. The 50 questionnaire were administered among Tionghoa Palm Oil Labors in Indragiri Hulu, who are well-trained and experienced. The questionnaire's reliability was tested, and the overall Cronbach's alpha for 30 items was 0.947, indicating that theitems were consistent. The reliability test results are shown in Table 1.

Table 1. Cronbach's alpha Reliability Test

Variable	Cronbach's Alpha	Number of Items
Job mismatch	0.914	9
Labor income	0.784	7
Job satisfaction	0.749	5
Job performance	0.813	9
Overall Alpha	0.947	

Samples and Method

The well-trained experience labor workforce is the focus of the research. The '2020 well-trained experience labor' survey data was used in the analysis. Statistic Boardprovides sampled microdata on Indragiri Hulu's well-trained experience labor workforce, education, jobs, achievements, and well-trained experience users.The survey has been done on a regular basis by the Economics College of Indragiri,which is the most popular campus in Indragiri Hulu, in collaboration with the Indragiri Hulu Regency's Statistic Board and One Stop Service Investment Board. The subject samples were confined to well-trained experience worker users who were dwelling in Indragiri Hulu in 2020 at the time of the survey, and were limited to those who were currently working and able to reply to the analysis variables, as well as those who had working experience. From the data collection until the refinement phase, there were a total of 2000 survey respondents. Table 2 shows the general characteristics of the respondents. The data was analyzed using SEM (structural equation modeling) AMOS 19.0.

Table 2. Respondents Characteristics

	Characteristics		N (%)
Gender	Male Female	1867	(93.35)
		133	(6.65)
Age	20 s	502	(25.1)
	30 s~40 s	1029	(51.45)
	50 s~60 s	469	(23.45)
Skill	Trained Labor	1689	(84.45)
	Untrained Labor	311	(15.55)
Experience	Well-Trained Experience	1594	(79.7)
	Well-Trained un experience	406	(20.3)

ANALYSIS AND RESULTS

Construct Validity

In order to determine the underlying factors associated with the 30 questionnaire items, exploratory factor analysis (EFA) was conducted using principal component analysis. Construct validity was tested using Bartlett's Test of Sphericity. To measure the sampling adequacy and analyze the level of connection among variables, Kaiser–Meyer– Olkin (KMO) is employed. Additionally, the suitability of factor analysis to the data was also computed using the KMO and Bartlett's tests.In this study, the KMO value was 0.880, and Bartlett's test was significant at the 0.000 level. However, Hair et al. (1998, 2006) suggests that the items with low factor loading (<0.45) or high cross loading (>0.40) be deleted.

Convergent Validity and Confirmatory Factor Analysis

A confirmatory factor analysis (CFA) with five constructs is done using AMOS 19.0 maximum likelihood estimation to evaluate the performance of the measurement model employed in this research. The AMOS SEM program was usedto conduct analyses throughout this study. This study examines both measurementand structural models in order to assess the

five constructs. According to (Awang, 2012; Bagozzi & Yi, 1988) if the Average Variance Extracted (AVE) is larger than the cut-off value of 0.5, convergent validity is attained. Therefore, in this study, theaverage variances extracted for all constructs were examined (job mismatch, 0.57;labor income, 0.62; job satisfaction, 0.51; and finally, job performance, 0.71) andthey exceed the recommended cut-off point. Nevertheless, this study used differenttypes of goodness-of-fit indicators. Table 3 summarizes the results of these tests.

Table 3. Summary of Constructs Confirmatory Factor Analysis

Factor	X_2	DF	P	GFI	AGFI	CFI	RMSEA
JMM	3.162	4	0.002	0.931	0.961	0.923	0.061
LI	3.211	2	0.000	0.921	0.912	0.932	0.041
JS	4.201	3	0.001	0.918	0.919	0.962	0.070
JP	3.100	4	0.000	0.914	0.925	0.978	0.059

JMM : Job Mismatch
LI : Labor Income
JS : Job Satisfaction
JP : Job Performance

Structure Equation Analysis Results

As for the analysis method, the covariance structure analysis was conducted to verify the model fit, and the maximum likelihood was applied to the model to speculate (Table 4). As a result of the analysis, the model fit was found to be eligible for accepting the analysis model. Specifically, the Chi-square (χ^2) value was 1300.336 (df = 112), and the *p*-value was 0.000. The GFI (0.945), AGFI (0.921),
and IFI (0.924), which was the absolute fit index, indicated that the level of model error, which was above 0.9, confirmed the appropriateness, although it was not perfect. On the other hand, the NFI (0.912) and CFI (0.919) values, which measured the relative fit index, enabled us to obtain a generally acceptable level of the modelfit.

Table 4. The model fit.

	Absolute Fit Index				Relative Fit Index	
Model Fit	GFI	AGFI	IFI	RMSEA	NFI	CFI
	0.945	0.921	0.924	0.063	0.912	0.919

The analysis results are shown in Table 5. And Figure 1. First, hypothesis 1 was supported where job mismatch positively influences on labor income. Second, hypothesis 2 was supported where job mismatch positively influences on job satisfaction. Third, hypothesis 3 was supported where job mismatch positively influences on job performance. Fourth, hypothesis 4 was supported where labor income positively influences on job performance. Fifth, hypothesis 5 was supported where job satisfaction positively influences on job performance.

Table 5. The Structure Evaluation Model Analysis

Dependent Variables	Independent Variables	Hypothesis	Beta Weight	Result
Labor income	Job mismatch	H1	.11	NS
Job satisfaction	Job mismatch	H2	.43**	Sig
Job Performance	Job mismatch	H3	.67**	Sig
Job Performance	Labor income	H4	.54**	Sig
Job Performance	Job satisfaction	H5	.61**	Sig

* Significance p < 0.05.** significance p < 0.01.*** significance p < 0.001.

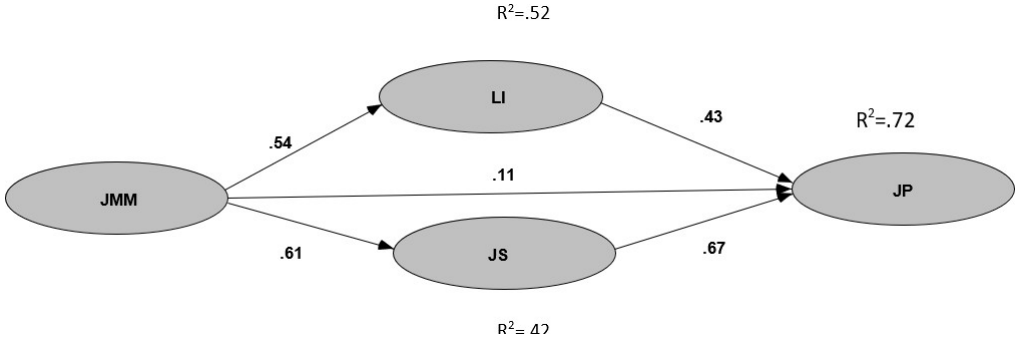

Figure 1. Results of Final Structural Model

CONCLUSION, CONTRIBUTION AND LIMITATION

Current study based on hypothesized model attempt to identify influence of Job Mismatch on Labor Income, Job Satisfaction. Based on the outcome, three factors, demonstrated significant impact on building job performance among labor who works in Tionghoa Palm Oil Factory In Indragiri Hulu, Riau. Job performance will rise when an expected income received and suitable to quality of the labor. From the analysis can be seen that, job mismatch will impact to decreasing of labor job performance, they will be lazy because their skills are priceless. The Tionghoa ethnics here lead the factory. They seem underestimates the well-trained experienceworker payment. This is a big mistakes, the well trained worker should get good income from the factory, on the other hand. They don't get it. In this study, job mismatch happened. Well-trained experience worker is not in the right position. They get normal salary. The same as others. They feel dissatisfied. According to this, they work slowly and lazily. As a consequence, the job performance is slow. This study has made so significant contribution. It contributes to emerging body of research in management. The study found that job mismatch is necessary as an output of labor satisfaction toward job performance. if can be an outcome of job satisfaction which can result to greater job performance. Even though job mismatchhas been made to make current the research as inclusive as possible but there are certain limitations which should take into consideration. One of the foremost important limitations is that the non-probability sampling which has made the result to not to be generalized. Furthermore, the data was collected from only a small number of manufacturing workers, putting the validity, reliability, and generalizability of the findings in jeopardy. Probability sampling with a larger population should be considered for future studies in order to achieve generalizability. Moreover, several factors were not considered in this study for the sake of brevity. It should be supplemented with additional possible independent variables that have a substantial impact on the job performance. Consequently, for upcoming investigation, the scholars/researcher should search for additional variables that can enhance the ability accurately in order to build loyalty ofworker/labor in palm oil factory.

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