

DO INCENTIVES AND LOAD OF WORK HAVE IMPACT TO JOB SEARCH IN INDONESIA AND VIETNAM GARMENT WORKERS?

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ABSTRACT

There are many cases that low of incentives as well as high working load provoke the intention of workers to move to other companies. The aim of this study is trying to get an insight on the impact of incentives and workload toward turnover intention and job search. This study is conducted in two Southeast Asia countries who play a significant role in the Asia garment markets, Indonesia and Vietnam. Despite the fact that these two countries have potential in developing their garment industry, they still face many challenges such as providing a good working condition for the labor.

This study used quantitative approach by using linier regression with SPSS. The respondent of this study including 2897 garment workers Indonesia and 2839 garment workers in Vietnam. This study reveals that both incentives and load of work are affecting job search behavior for garment workers; however, there might be some different findings between Indonesia and Vietnam. It is interesting to note that in Vietnam, incentives do not affect their job search behavior. Whereas in Indonesia, garment workers are more considering the incentives toward their job search behavior.

Keywords: Incentives, Workload, Job Search Behavior, Garment Industry, Indonesia, Vietnam

