

THE EFFECT OF FINANCIAL WELFARE FACTORS TOWARDS JOB SEARCH: CASE STUDY OF GARMENT WORKERS IN INDONESIA AND VIETNAM

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ABSTRACT

This study aims to analyze the effect of financial welfare factors - which are described by wages, bonuses, overtime pay, ownership of household assets, and personal debt ownership - on job search by comparing Indonesian and Vietnamese garment workers. The number of each sample is 2100 workers for both Indonesian and Vietnamese groups. The data processing method used is Multiple Regression by using SPSS 22. The results of this study indicate that for Indonesian garment workers, job search is influenced by wages, bonuses, and ownership of workers' assets. Furthermore, for Vietnamese garment workers, job search is influenced by wages and overtime pay.

Keywords: bonuses; financial welfare; garment workers; household assets; job search; overtime pay; personal debt; wage

