WHAT ARE THE FACTORS THAT IMPACT MALE AND FEMALE WORKERS TO CHANGE THEIR JOB IN INDONESIA’S GARMENT INDUSTRY?

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ABSTRACT

As a labour-intensive sector, garment industry becomes one of the potential industry in developing country like Indonesia. Even though Indonesia garment industry is predicted to develop more in the future, however, garment workers sometimes do not see that forecast as an opportunity and they prefer to leave the factories. This study is trying to identify the factors that might impact garment workers’ intention to change their job and also identify whether there is any different perception between male and female workers regarding their consideration on leaving the factories. This study is conducted by using 2897 respondents from garment workers in Indonesia and statistically analysed using Structural Equation Modelling (SEM). Based on this study, the primary problem that affects workers’ intention to change their job is due to their intention to quit the organization because they feel heavily stressed in the workplace. There are some reasons why workers are feel heavily stressed, including their health condition that may deteriorate during work as well how their supervisors treatment to them in the workplace. The factors also show different pattern between male and female workers.

Keywords: Job search behaviour, turnover intention, different gender, garment workers, Indonesia