

ABSTRAK

Pre-career salary expectations merupakan masalah yang dihadapi oleh mahasiswa tingkat akhir sebelum mereka lulus. Hal itu biasanya diikuti oleh persepsi tentang perbedaan gender dalam sistem pengupahan. Mahasiswa tingkat akhir yang memiliki persepsi terhadap perbedaan gender dalam dunia karir bahkan sebelum mereka memasuki dunia karir dapat mempengaruhi pengharapan terhadap gaji yang akan mereka terima, Penelitian ini bertujuan untuk mengetahui pengaruh *gender differences* terhadap *pre-career salary expectations*. Selain itu, penelitian ini juga bertujuan untuk mengetahui pengaruh faktor-faktor atau variabel lain yang memediasi pengaruh antara *gender differences* dan *pre-career salary expectations*. Sampel yang digunakan dalam penelitian ini adalah 100 mahasiswa tingkat akhir Program Studi S1 Manajemen Fakultas Ekonomi dan Bisnis Universitas Airlangga. Analisis pada penelitian ini menggunakan *Path Analysis*. Hasil penelitian menunjukkan adanya pengaruh negatif signifikan *gender differences* terhadap *pre-career salary expectation*, pengaruh negatif signifikan *gender differences* terhadap *career priorities*, pengaruh positif signifikan *psychological factors* dan *career priorities* terhadap *pre-career salary expectataions*, dan pengaruh signifikan *gender differences* terhadap *pre-career salary expectations* melalui *career priorities*. Hal ini membuktikan bahwa mahasiswa perempuan memiliki pengharapan untuk gaji di awal yang lebih rendah daripada mahasiswa laki-laki dengan dipengaruhi perbedaan gender dan prioritas-prioritas karir. Untuk hipotesis pengaruh *gender differences* terhadap *psychological factors*, *equity beliefs*, *career-related information and perceptions of labor market*, dan *career capital factors* tidak ditemukan pengaruh signifikan. Untuk hipotesis pengaruh *equity beliefs*, *career-related information and perceptions of labor market*, dan *career capital factors* terhadap *pre-career salary expectations* tidak ditemukan pengaruh signifikan. Sementara itu pengaruh *gender differences* terhadap *pre-career salary expectations* dengan dimediasi oleh *psychological factors*, *equity beliefs*, *career-related information and perceptions of labor market*, dan *career capital factors* ditemukan pengaruh yang tidak signifikan.

Kata kunci : *gender differences, career priorities, pre-career salary expectations*

ABSTRACT

Pre-career salary expectations is a problem faced by undergraduate students. It usually followed by perceptions of gender difference in wage system. Their perception about gender difference even before their enter the workplace could effect the earning of salary expectations. This study aimed to determine the effect of gender difference on pre-career salary expectations. In addition to this, the study also aims to determine the effect of other factors or variables that mediates the relationship of gender difference on pre-career salary expectations. The sample used in this study were 100 undergraduate students of Management Major of Economic and Business Faculty of Airlangga University. The analysis in this study using multiple path analysis. The results prove the existence a negative significant effect on hypothesis the influence of gender difference on pre-career salary expectations, negative significant effect on hypothesis the influence of gender difference on career priorities, positive significant effect on hypothesis the influence of psychological factors and career priorities on pre-career salary expectations, and significant influence of gender differences on pre-career salary expectations mediates by career priorities. It prove that undergraduate women students have lower pre-career salary expectations than men influenced by gender differences and career priorities. For hypothesis the influence of gender difference on psychological factors, equity beliefs, career-related information and perceptions of labor market, and career capital factors were not found significant effect. For hypothesis the influence of equity beliefs, career-related information and perceptions of labor market, and career capital factors on pre-career salary expectations also did not find significant effect. Meanwhile, the influence of gender difference on pre-career salary expectations that mediates by psychological factors, equity beliefs, career-related information and perceptions of labor market, and career capital factors were not found significant effect.

Keywords : gender differences, career priorities, pre-career salary expectations