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「教育與職業不相稱」的新測量與其對工作收入、主觀意識的影響

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摘要

有關於教育與職業不相稱的影響之研究已蔚為風潮，然而，對於過量教育的測量卻往往不一致，再加上各研究控制的變項不同，使得研究結果難以累積。本研究運用臺灣地區社會變遷調查資料發展出教育與職業不相稱的新測量方法——修正自評半標準差法，評估臺灣勞力市場教育與職業不相稱的程度，以及教育與職業不相稱對工作者收入與主觀意識（包括工作滿意度、工作前景評估與階級認同）的影響。研究發現，在控制教育程度後，相較於適量教育者，過量教育工作者的工作收入較低；在控制教育程度與工作收入後，相較於適量教育者，過量教育者會有較低的工作滿意度與五等階級認同，對工作前景較悲觀，較可能認同勞工階級。

關鍵詞：教育與職業不相稱的新測量、過量教育、工作收入、主觀意識

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*The New Measure of Education-Job
Mismatch and Its Impact on Earnings and
Subjective Consciousness*

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Abstract

Over the past years, many researchers have paid much attention to education-job mismatch. However, it is difficult to accumulate the research results because the measures of overeducation and controlled variables are inconsistent among existing studies. Based on the national survey data, Social Change Survey in Taiwan, this paper develops a new measure of education-job mismatch that integrates self-assessment with half standard deviation method to estimate the extent of education-job mismatch in Taiwan's labor force and its impact on workers' earnings and subjective consciousness, including job satisfaction, career perspective and class identification. Findings are as follows: when "education" is controlled, overeducated workers have lower earnings than adequately-educated ones;

when both “education” and “earnings” are controlled, overeducated workers have lower job satisfaction and class identification, hold a more pessimistic career perspective, and are more likely to identify with the proletariat than adequately educated ones.

Keywords: a new measure of education-job mismatch, overeducation, earnings, subjective consciousness

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