

## ABSTRAK

**Rahmah Tiani. 2026. Analisis Ketidaksesuaian Pekerjaan Akibat Pengalaman Kerja Dan Latar Belakang Pendidikan Di PT. PLN (Persero) UP3 Makassar Selatan. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Makassar. Dibimbing oleh: Zalkha Soraya dan Irwan Abdullah.**

Metode penelitian yang digunakan adalah kualitatif deskriptif dengan paradigma postpositivisme. Data dikumpulkan melalui wawancara semi-terstruktur, observasi, dan dokumentasi. Informan dipilih menggunakan teknik purposive sampling yang terdiri dari informan kunci (manajemen), informan utama (pegawai terdampak mismatch), dan informan pendukung. Analisis data dilakukan secara induktif melalui tahapan reduksi data, penyajian data, serta penarikan kesimpulan dan verifikasi.

Hasil penelitian menunjukkan bahwa mayoritas informan dengan latar belakang pendidikan Teknik Elektro ditempatkan pada posisi administratif, keuangan, dan pengadaan. Meskipun terjadi mismatch secara linear, latar belakang teknik tetap memberikan kontribusi tidak langsung dalam memahami spesifikasi operasional. Pengalaman kerja teknis lapangan sebelumnya menyebabkan kesenjangan kompetensi pada masa awal transisi ke tugas manajerial. Dampak ketidaksesuaian tersebut meliputi peningkatan beban kognitif dan penurunan kenyamanan psikologis sementara, namun tidak menghambat pencapaian target kinerja secara signifikan. Strategi adaptasi dilakukan melalui pembelajaran mandiri (self-learning), dukungan sosial rekan sejawat, serta pelatihan formal perusahaan.

***Kata Kunci : Pengalaman Kerja, Latar Belakang Pendidikan, Ketidaksesuaian Pekerjaan***

## ABSTRACT

**Rahmah Tiani. 2026. Job Mismatch Analysis Due to Work Experience and Educational Background at PT. PLN (Persero) UP3 South Makassar. Thesis. Department of Management, Faculty of Economics and Business, Muhammadiyah University of Makassar. Supervised by: Zalkha Soraya and Irwan Abdullah.**

*The research method used was descriptive qualitative with a post-positivist paradigm. Data were collected through semi-structured interviews, observation, and documentation. Informants were selected using a purposive sampling technique consisting of key informants (management), key informants (employees affected by the mismatch), and supporting informants. Data analysis was conducted inductively through the stages of data reduction, data presentation, conclusion drawing, and verification.*

*The results showed that most informants with an electrical engineering background were placed in administrative, finance, and procurement positions. Despite a linear mismatch, an engineering background still contributed indirectly to understanding operational specifications. Previous technical field work experience led to weak competencies during the initial transition to managerial roles. The impact of this mismatch included increased cognitive load and a temporary decrease in psychological well-being, but did not significantly hinder the achievement of performance targets. Adaptation strategies were implemented through self-learning, peer social support, and formal company training.*

**Keywords:** *Work Experience, Educational Background, Job Mismatch*

