

Earnings Discrimination among Management Graduates: Evidence from Selected Public Universities in Malaysia

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ABSTRACT The match between age-earnings profiles and earnings differential has been an important agenda in most developing countries in recent times, including Malaysia. Therefore, in this study the researchers analyze age-earnings profiles and apply the interaction term to determine earnings differential among gender for Malaysia's conventional-education (CE) and non-conventional-education (NCE) management graduates. This study employs cross-sectional data with systematic sampling techniques on management graduates; who have been in the labor market for more than 3 years. The results of this study took a different look on gender education issues by considering the match between gender and age-earnings profiles. This study finds the initial earnings gap as a key factor affecting the earnings gap between CE and NCE management graduates. The findings of this study clearly show that, there is earnings discrimination between CE and NCE types of education in Malaysia.