

The Appliance of Gender Analysis Model Sara H. Longwee Study on The Problem of Female Lecturer in Functional Position in High Education

Widyatmike Gede¹⁾, Abdullah Karim²⁾, Endang Dwi Sulistyawati³⁾

¹⁾ University of Mulawarman, Indonesia
E-mail: widyatmikegedemulawarman@yahoo.co.id

²⁾ University of Mulawarman, Indonesia

³⁾ University of Mulawarman, Indonesia

Abstract. The focus of research is concerned with the study of the issue of female lecturer position in the highest functional post, it focused on the factors that influence the position of women in college. Data collection techniques used in this research is purposive sampling with the snowball method. The results showed there were three categories of female lecturers: (a) Type of female lecturers with all the problems of women who have the achievements of female lecturers in the Tri Dharma College smoothly so that the position of highest functional office as a professor is reached, (b) Type of female lecturers with the issue of female lecturers managed to finish S3 with functional post Lector head, (c) and S3 yet, but already in the position of the head Lector. Classification of the top three categories of female lecturers cannot be separated from the issue of women that could hamper the achievement of fully functional in the office. The elements that hinder women's careers lecturers include internal and external factors. Internal factors that hinder women's careers lecturer in functional positions were low aspirations and motivation of female teachers so that female teacher tends to quickly satisfied with the condition that has been achieved today and bustle of teaching which led not have time to do research and community service. External factors are a) employment regulations governing promotion requirements, making it difficult to meet the requirements of the promotion, b) environmental work, and c) culture.

Keywords: Factor inhibitors, career female lecturers, functional post

I. INTRODUCTION

In general terms, the issue of female lecturers study means any study that focused attention on female lecturers. For example, the study of women's history to gain/position himself as a career woman in functional positions in universities so it can be said that the relationship between men and women is manifested in various forms and patterns of behavior that reflect the acceptance of the male or female of the position of each gender. This process is reinforced by the reality in many cultures that the position of men is structurally higher than women. This proves that the interaction that exists requires one sex is superior to the others. The man was a winner, has more power and more decisive role in various social processes compared to women, even in the circle of such broader social community groups. The decision-making process in a family, do not spin out of control male power is considered to be more competent.

This condition occurs and as if legalized by the construction of the local culture. This process is repeated many eventually and it is formed a negative view of women, which included the functions, roles, and their place in society. One of them is the stereotype that women are the weak, while men are strong. Based on this, women have a strong tendency to rely on men. In contrast, men have the power to control women in various ways.

When discussing the problems of women, it is an important concept that should not be forgotten is that the concept of gender. This is a crucial problem because stereotypes formed by gender in their applications have a tendency to favor specific gender ie male. The advantage appears in various forms of social order and the prevailing culture in the community that embraces the culture of patriarchy. Women are depicted with images of female inferiority, in particular, was impressive, both in the social structure as in a structural position in college.

Observing the problems of women in a career in higher education can be observed by looking at the women in the following quantitative data. Globally, the population data of East Kalimantan Province in 2015 from the Central Bureau of Statistics, the number of productive people in East Kalimantan is 17 253 men and 18 448 women aged (40-45 years) are the majority are women. This data is the basis for the seat of women as an important part of human resources. The number of women strengthen the argument about the importance of thinking about and find solutions for the problems faced by more than 50% of the population of East Kalimantan Province are female.

There is an imbalance in your career functional positions for female teachers to be the reason for researchers to raise the object of this study, as stated in the introduction to the problems that arise is encapsulated in the following

questions: "How is achievement, participation, and representation career female lecturers in the career functional post? ". These problems are further detailed more specifically in the questions we wanted to answer, particularly with regard to:

1. How are the issues of women lecturers in career functional position?
2. Internal factors that hinder the achievement, participation, and representation of women in lecturers careers of a functional position.
3. External factors that hinder achievement, participation, and representation of women in lecturers careers of a functional position.

Ideology of Gender and Career Development

The history of the development of the life of women in employment through different socialization process against the introduction of labor between men and women. The socialization process of division of labor seen in boys and girls in the family that continue to the community (culture) (Sunarty, 2001: 45).

The development of gender ideology on society then creates the gender roles of men and women who are oppositional (Saptari&Holzner, 1995). In the division of gender roles of a girl is always directed at roles that are domestic, reproductive, feminine, and if women work rather than as the main breadwinner, but when the boys were directed at the roles that are productive, the public, masculine, and the main breadwinner, while women are only as a secondary earner [1].

In some literature described that women as a group are more concentrated in lower status jobs, low salaries, and are not taken into account or not considered as work profession. Women have always been associated as a housewife watchman home, children and husband. Or more specifically, women are socialized mainly for working household or household roles or roles that are considered secondary (second priorities).

The women work outside the home, then the work intended for women are always associated with the household, which has a characteristic not require complex thinking and the kind of work that demands practical skills for example as a teacher, secretary, nurse (Brown & Brooks, 1987).

There is a difference between the process of career planning of women and men that take into account differences in perspective between men and women. Women in job or career plan based on the consideration associated with family and career. This means that women in completing the tasks are always inseparable from the role of domestic-reproductive causing many women lose job opportunities to pursue professional duties. Unlike the men in planning for a career based on the roles that are independent (free) is not bound by anything, so men can freely develop his career

Patriarchal Decisions in Organizational Culture

Robbins (1990) says that the bureaucracy often leads to concentration of power in a few people. As a result, if a decision will not reflect the interests of all employees, including women as a minority group. It is even possible to prevent deviation of the organization, from the organization's goals into personal goals. If we reflect on the data before opening insights, the concentration of power that exists in men who make up the majority of the organizational structure.

Women and Leadership

All humans (male and female) have a number of potentials, one of them becomes the leader. But because of the traditional gender bias as men play the main breadwinner, while women as secondary wage earner the share leadership always held by men. Similarly, the influence of culture on formal education, because the main breadwinner man then more men be counted in education.

II. METHODS

The focus of the study with regard to the issue of female lecturers in functional positions in universities addresses problems of female lecturers in positioning itself as an educator in a functional position. Setting research was in Samarinda and Balikpapan. The determination of the Samarinda and Balikpapan as the research setting to the consideration of Samarinda as the provincial capital is a city that has public universities and Balikpapan is a transit city that has pretty much college facilities.

With regard to the purpose of providing the data, the data was captured through the main respondents (key informants), the lecturer who has become achieving professor and served as strategic in college and who have not become a professor but she has met the requirements to be promoted to hold strategic positions in universities. In the provision of this data used several techniques, namely:

- a. In-depth interviews (interview guides) and observation, is used to capture cases related to lecturer careers hampered by applicable legislation.
- b. Questionnaires, investigators spread out a questionnaire regarding the condition of the lecturer.
- c. The focus group discussions, after the data, have been selected and sorted then discussed where the data is essentially used as materials analysis.

Presentation of data is an organizational assembly of information that allows the conclusion that research can be done. In this case, the data presentation includes various types of matrices, drawings or schematics, networking, linkages of activities and tables. Concluding is organizing data that has been collected so that it can be made a conclusion.

In addition to interactive analysis is also used gender analysis models of Sara H. Longwee with "Women empowerment framework" which was based on the importance of development for women (Muttalib, 1993). The empowerment of women include three things: (1) capacity building means building the capacity of women; (2)

cultural change is a cultural change in favor of the women; (3) structural adjustment is the structural adjustment in favor of women. Empowerment efforts aimed at the achievement of public welfare through gender equality. The criteria used in the analysis of this method consists of 5 (five) criteria, namely: (1) well-being; (2) access; (3) awareness; (4) participation; and (5) control

III. RESULT AND DISCUSSION

In this discussion shelled female lecturers problems when applying for file promotion functional. Hala especially in positions that affect the careers of functional positions are classified into three categories of lecturers, namely: (a) Type of female lecturers with all the problems of women who have the achievements of female lecturers in Tri Dharma College smoothly so that the position of highest functional post as a professor is reached, (b) type of female lecturers with the issue of female lecturers successfully study S3 with functional Lector head, (c) type of female lecturers with the issue of female lecturers have not S3, already on the position of lector's head.

Overview issue of female lecturers in functional positions include all related elements in the overall internal factors may be an inhibiting factor and a contributing factor in a career in functional positions in college: Limitations of female teachers in using information technology generally experienced by female lecturers aged over 50 years. (A) Type of female lecturers with all the problems of women who have the achievements of female lecturers in the Tri Dharma College smoothly so that the position of highest functional post as a professor is reached, (b) Type of female lecturers with the issue of female lecturers successfully study S3 with functional positions Lector head, (c) type of female lecturers with the issue of female lecturers S3 yet, is already in the position of lector head

1. Ignorance about the status of female lecturers reputable journals national/international and Scopus indexes.
2. There are rules that impose penalties in the form of cuts in benefits when lecturers should collect data outside the area and follow activities outside the area.
3. There are rules that limit the nomination of the rank of at least one year after completing the graduate program
4. There are rules that restrict the research theme should be the same as the name of the courses listed in the Decree of Functional post
5. Financial Limitations female lecturers as a single parent when it must pay research, seminars, community service, the cost of entering scientific articles into a journal that is indexed Scopus reputed and national/international.
6. Problems household mainly on female lecturers who still have children under five.
7. The number of teaching hours that are charged to lectures so did not have time to do research.
8. Limited understanding lecturer in calculating the credit rate.

Internal factors which support the career development of female lecturers in a functional position are education, employment, activity and motivation of female lecturers in the Tri Dharma College makes female lecturers in the functional position, but the main capital is not / underutilized female lecturers to immediately achieve the highest functional post at University. This condition is supported by low aspirations and motivation of female lecturers because it has been involved in the work of domestic realm that female teachers tend to quickly satisfied with the condition that has been achieved today. When achievement and involvement of female lecturers in the Tri Dharma College used carefully due to the support of children and husbands: (a) In general, children have a sense of pleasure and pride to have a mother who works as a lecturer. The attitude of other children as a form of child support to the mother is willing to be left at home while the mother was out of town duty. Children also want to help some homework for mothers on duty outside the house. These forms of support are greatly needed by the lecturer women because it can be a positive influence for the improvement of performance as a lecturer.

External factors are factors that influence from the outside, the study covers (a) even if the rules governing the process of proposing the increase of functional positions does not distinguish between male professors and female professors, but the responses given between female lecturers and professors of different men. This is because the burden of the task that more women are having to engage in domestic realm this could be a limiting factor when female teachers can not manage the well, (b) Surrounding communities, people's views about the women who work outside the home still sound, this condition can be a limiting factor when female lecturers then stop an activity (demands Tri Dharma PT) are not met. In addition, the limiting factor when generally respond positively to women who work as teachers so is not required to carry out civic duties if it is not possible because of busy work. (C) The working environment does not distinguish men and women lecturers, because in carrying out the task more priority fields skills of teaching courses without gender. Support the work environment on women seen from the good cooperation among lecturers and between lecturers and study program coordinator. Thus the work environment has not the potential to hinder women in developing his career.

IV. CONCLUSIONS

Overview issue of female lecturers in the functional position, is covering all related elements in the overall internal factors may be inhibiting factors and supporting factors in pursuing a career in the functional positions in college:

1. Internal factors that support the career development of female lecturers in a functional position are education, employment, activity and motivation of female teachers in the Tri Dharma College makes female lecturers in functional positions, but the main capital is underutilized female lecturers to immediately reach the office highest functional in college. This condition is

supported by low aspirations and motivation of female lecturers because it has been involved in the work of domestic realm that female lecturers tend to quickly satisfied with the condition that has been achieved today. When achievement and involvement of female lecturers in the Tri Dharma College used carefully due to the support of children and husbands: (a) In general, children have a sense of pleasure and pride to have a mother who works as a lecturer. The attitude of other children as a form of child support to the mother is willing to be left at home while the mother was out of town duty. Children also want to help some homework for mothers on duty outside the house. These forms of support are greatly needed by the female lecturer because it can be a positive influence for the improvement of performance as a lecturer.

2. External factors are factors that influence from the outside, the study covers (1) even if the rules governing the process of proposing the increase of functional positions does not distinguish between male lecturers and female lecturers, but the responses given between female lecturers and male lecturers of different. This is because the burden of the task that more women are having to engage in domestic realm this could be a limiting factor when female lecturers cannot manage well, (2) Communities around, people's views about the women who work outside the home still sound, this condition can be a limiting factor when female lecturers then stop an activity (demands Tri Dharma PT) are not fulfilled. In addition, the limiting factor when generally respond positively to women who work as a lecturer so is not required to carry out civic duties if it is not possible because of busy work. (3) The working environment does not distinguish lecturers men, and women because in carrying out the task more priority fields skills of teaching courses without gender. Supporting the work environment on women seen from the good cooperation among lecturers and between lecturers and study program coordinator. Thus the work environment has the potential to hinder women in developing his career.

ACKNOWLEDGMENT

We would like to thank ADRI which provides a template to help all participants writes a journal easily and conducts this international seminar. We would like to thank Panca Bhakti University which funds all of the cost to present this research and some lecturers who give the advice to make the better idea in this research. Without all of the people who support this research, we cannot write this research well and properly.

REFERENCES

- [1] Faqih, Mansoer, *Penyadaran Gender: Buku Panduan untuk Pekerja*. Jakarta: ILO Indonesia, 1997.
- [2] Mulyana, Deddy. *Metodologi Penelitian Kualitatif*. Bandung: Remaja Rosdakarya, 2001.
- [3] Momsen, Janet Henshall. *Women and Development in Third World*. London and New York: Routledge, 1991.
- [4] Moleong, Lexy J, *Metodologi Penelitian Kualitatif*. Bandung: Remaja Rosda Karya, 1993.

- [5] Neufeldt, Victoria (ed.) ,*Webster's New World Dictionary*. New York Webster's New World Clevelanland, 1984
- [6] Saparinah Sadli, "Konsep Kemitrasejajaran Laki-laki dan Perempuan" *Makalah Disampaikan pada Pusat Studi Wanita Palangkaraya*, 1 Desember 1994.
- [7] Soetrisno dan Rita Hanafie, *Filsafat Ilmu dan Metodologi Penelitian*. Yogyakarta: Penerbit Andi, 2007