

## Effect of Basic Socialization to Attitudes and Value of Java's Culture to Woman's Career Development

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### Abstract (Calibri 9 Bold Center)

This research is aimed to fight for gender equality in government bureaucracy, and also supporting and barrier factors related about career development female staff in Social Departement of Malang. The used is gender theory and career development by Jeanne Marie Col, this is focused on basic socialization to attitudes and value. Research method is a descriptive qualitative. This result showing that lower level of career development of female staff who had structural job is good. There are two things that affecting female motivation level to develop their career. Those factors are subjective internal and external factor. Internal factor is female staff tend to have high motivation and confident about their ability. The external factors are family and working environment: (a) Family, female is demanded to domestic and public role in the same time (a good multiple roles). That roles affect into career development motivation in reaching a higher position; (b) Working environment, there is a common culture where the female staff does want to achieve higher position.

**Keywords:** career development, female staff and government bureaucracy

### INTRODUCTION\*(Calibri 10 Bold, Left, Capslock)

Gender equality is an interesting issue to study to create a successful national building especially in government bureaucracy, to create agreeat government in gender perspective. This is show why gender equality is one issue that used as one of building success indicator. Based on this, there are various issues that appear about gender equality definition for national building from, to and for the whole population. The issue that related between gender equality with agreeat government that wellknown as 'good governance' concept. There is four basic reason that makes the researcher feel interested to hold a study about gender equality in government bureaucracy. Dealing with the effort to develop female staff career in cooperation and small business staff on Malang.

First, there is two type of gender equality in a great government. Those are public policy that has gender consideration and female representation of the department that and various department that creates policy. Female representation in government bureaucracy in

Malang is wellknown of administrative and the position that creates, affects and makes policy is always placed by men.

Second, working load of female staff is often more than male staff always given an administrative job. This is the effect of gender in justice that wellknown as the stereotype of female that often more patient, carefully in every work that they do than men. This fact is supported by the statement of Mrs. Dra. Sri Wahyuningtyas, M.Si dan Dra. Pipih Triastusti as Head and Secretary in Social Department of Malang. They explained that female staff is given more responsibility to finish every administrative work.

Third, motivation and access to female staff to follow the training is low, whether it is a structural and functional training. It makes female staff career development becomes stagnant. It is also dominate supported by Javanese culture 'follow to heaven and company in hell' from female staff in Social Departement Social of Malang. Automatically, it makes female staff has low motivation to follow educational activity and training to develop their career.

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### LITERATURE REVIEW

Gender and Sex

Oakley Stoller in his book titled as Sex, Gender and Society stated that gender is not a biological or God faith. Stoller defines gender as

social construction or attribute that used by human and build by human culture [1]. Biological differences are sex difference whether it is a God faith.

Gender is the differences in attitude between men and women that socio-cultural constructed, differences that are not by God intention but as human creation through a long social and cultural process. Mansour Fakhri described that gender analysis is strict critical analysis related with gender study that already exists in the social study [2].

Sarah Byrne and Matthias Schnyder in their paper titled as Gender and Decentralised Governance, explained that gender is: "Gender is not "sex" (biological differences between men and women). On the contrary, gender is a definition of social construction between men and women. Gender perspective considering men and women role differences based on power in the society. Based on that, different attitude between men and women is not in biological-based but also through the cultural and social process. Gender can change from place to place, time to time, even from class to class while biological sex will stay remind and never change [3].

The Minister of Women Encouragement and Children Protection of Indonesia define gender as the social role that constructed by society as responsibility and chance for men and women that wished by society to do social role by both of men and women [4].

Riant Nugroho in his book titled Gender and Public Administration explained that: Social construction is constructed by power whether it is political power, economic power or even financial. It is not only mean that leader task is creating a vision, mission, and strategy for the group under his authority but also to define the basic concept of its group. Among those concepts, one of the most important concepts is an individual realization among its group. Arranged relation concept divide into two: relational concept without differentiating about sex and concept that differentiate based on sex. From the definition above, it can be concluded that gender is a role, function, and task that constructed by society social culture.

#### Gender Theory

Yuliani said that nature theory thinks that the difference between men and women role is natural [4]. Biological anatomy between men and women is different. This difference is the main factor that determines the social role of men and

women. The difference creates separate function and responsibility between men and women. Men considered having a role in the public sector by working outside of the home while women take care of domestic sector role. The domestic role here means women will be responsible for the household matter.

Nurture theory think that the differences gender relation between men and women is not determined only by biological factor but from society construction. Nurture ideology thinks that social role that is strict and accepted as religious doctrine is not God will and not biological determination product but as the social-cultural construction of society. That is why gender bias value that happens massively in the society is not because of a biological factor as accepted by society but as a product of social-cultural construction (patriarchy).

This theory is more compromise and well known as balance theory (equilibrium), but the point in partnership concept and harmony in the relationship between men and women [5]. This point of view is not focusing on the contradiction between men and women because both of them must cooperate in partnership and harmonious in family life, relation with society, nation, and country. The relationship between both of the element is not contradictive but create a complementary relationship pattern to complete each other.

#### Gender Equality

Riant Nugroho defines gender equality as follow: the presence of condition whether men or women to achieve their chance and right as a human so that they can play the role and participate in political, law, economy, cultural social, education and defense and national security and the equality in enjoying the developmental result. Equality and justice of gender can be a reality if there is no more discrimination between men and women so that women and men have the access, chance to participate and control of development and gaining balance benefit in-country development".

#### Women Career Development Theory

Women career development theory by Jeanne Marie Col identified and documented socialization pattern, recruitment, and the barrier of women to achieve their career. Consequences that have to be faced is the difficulties on women to get entry position into a certain job in every field including government bureaucracy.

Jeanne Marie Col stated that career

development is important to do for every worker in public sector because career development is an activity that can help the worker to plan their future career so that they can optimally develop. Women career development in public bureaucracy and its factors by Jeanne Marie Col.

## **RESEARCH METHOD**

This research is using the qualitative method with a focus on female staff study in gender equality. Interview result with 12 informants is used as model analyzed and supporting and barrier factor of female staff career development in Social Department of Malang, East Java, Indonesia.

## **RESULT AND DISCUSSION**

Jeanne Marie Col explained that basic socialization to attitudes and value consist of 4 important elements. Those elements are family, society, culture, and religion.

That four things are connected in shaping women point of view toward their career. Automatically, it will correlate in women motivation to do the next career development.

### **1). Family**

The first Basic Socialization to Attitudes and Value is family. Female staff career development in Social Department of Malang. The family gives significant effect toward female staff career development in Social Department of Malang. Family effect divided into two. Those two are barrier and support in the career development of each female staff. The family is the place where the first children socialization process takes place in any kind of thing, including working role dividing between men and women. Socialization application of working role pattern is divided based on sex. Different sexuality condition creates a different point of view between men and women responsibility. The barrier is that family gives clear limitation between the domestic and public role that undertaken by each of female staff in Social Department of Malang.

Javanese society in Malang especially women more socialized to do and responsible toward domestic task as good housewife such as taking care of husband and child, washing, cooking and sweeping. Since a nearly age, women socialized to learn on how to do the right and good household. In the other side, men are more socialized to learn on how to have a role in the public area, in this case, is working in the field as

a farmer. Job socialization based on sexuality by most of the family in Malang also takes part to affect women point of view to decide their career developmental pattern.

It is suitable with Djoewita Wahanani, SE., MM statement as the staff leader of General of Social Department of Malang Section:

“Working for me as aimed to fulfill spare time as a housewife. My second reason to work is to find out more experience outside my home and the actual myself and support family economic to increase welfare my family”.

Unwillingness to work in a higher career and sacrifice the responsibility in domestic area as a housewife is also stated by Indras Sri Citowati, SP, MM as co head of program arrangement Social Department of Malang. This is her complete statement:

“Working always carry consequences. The consequences are responsibility and put the focus on the job. Regarding salary, actually, it is not the main focus. The focus is more about how to divide the time between working and family matter, even though the salary is not too much.”

The female staff has multiple roles between their responsibility in the domestic and public area. From around head and co head of Social Department of Malang that becomes research respondent, all of them stated even though they are working in the public area as government officer but the responsibility in finishing household still become their main responsibility even though another family member is also given a hand and going domestic tasks.

There is gender relation pattern between husband and wife dealing with the working division of work that women have to do their responsibility in public and domestic area. It makes the ability to divide the time between at home and working world becomes logic consequences that must be accepted by women when they decide to work in a public field. This is similar to the statement of Dra. Sri Wahyuningtyas, M.Si as Head of Social Department:

“Having a great time arrangement is the key so that both of responsibility at home and in the office can be well accomplished. For example, female staff doing their household before going to work. By doing that, at least they can stay focus on their job when they are going to

work. If possible, do not ever bring working task when you are going home”

A similar statement is also stated by Marisa Setyorini S.P. as head of the financial department. She stated that domestic job still become the main responsibility of housewife even though they already have their own salary. That is why the time arrangement in domestic and public is urgently needed.

“You just need to cook in the morning because all of the ingredients are already prepared at night. Clearly stated that cooking, washing, ironing and cleaning the house is housewife duty. With great arrangement, all of the household and working task can be done properly”

Beside barrier, the family also provides support since most of the people in Blitar still seeing that a job as government staff is a prestige. Having a job as government staff is considered as higher social status in general. That is why a lot of parent in Malang willing to have children that being governmental staff rather than working in a private sector.

Most of female staff in that becomes this research respondent stated that they get big support from their parent to become government staff. Finally, this huge support is the one that can bring them to be government staff today. It goes along with Dra. Sri Wahyuningtyas, M.Si statement as follow:

“Until now on, the whole family is supporting me, since the start, I decided to work because it already becomes my choice. My father and mother stated that it is better for me to be government staff after graduating from university. Based on that statement, they are fully supporting me when I became government staff in Social Department of Malang.

Family support is also stated by Ayati Mahmudah, SE as head of finance department, she explained that family support surely becomes the main thing that supports her career. She also added even though her parent does not have government staff background but she believes that every parent must hope the best thing for their kid. Based on that explanation, the internalization process of the family toward their children still strongly done in the family.

## **2). Community**

Result of Partini research explain that the community has a close relationship with the norm and local cultural value. While norm and

cultural values it self is closer to ‘what is proper’ and ‘improper’ to do by men or women and also related with the perception of proper and not proper that dealing with related group for society perception [10].

Malang society still seeing that woman that working outside where the working hour is longer than husband especially if she has overtime. People will talk bad about it. This condition is also experienced by Ayati Mahmudah, SE as co head of social child and grand old department, female staff in that already have been talked badly by her neighborhood just because she has an overtime working until late. Here is the explanation.

“protest from a family never occurs. It is simply because my husband understands about my job, I have been used to have an overtime when I was working in private sector. The one who commonly complains is my neighbor. My husband never complains about me but my neighbor does. However, I need to understand about it since I live in a rural area.”.

This fact showing that society norm still held and social control still well applied in the society. Some people in the society is already aware of the business of working female and the needs of doing overtime to accomplish working load. It makes female busy activity can be considered as a normal thing to happen.

Djoewita Wahanani, SE., MM as head of general staff in Social Department of Malang stated that there is no neighbor talk badly about her busy working hour. Here is her complete statement:

“Alhamdulillah, I never hear that my neighbor talking badly about my working hour. I think they just do not want to care about it. It may affect by the fact that I live in a housing area. Automatically the neighbors are more ignorant. However, in the other area may still hear some bad talk about women staff who working overtime. It can be separated by the fact that overtime hours sometimes need to be done until 12 o'clock at night or more.”.

Norm and cultural value that exist in the society is different from one place into another. A society that lives near the town center will have less strong norm and cultural value. While society in a rural area will have strong and strict norm and cultural value. Higher value and norm

system that believed by society will affect the female worker to develop a higher career [10].

### **3). Culture**

Javanese culture in Malang proved by the wayang cultural exhibition every time Blitar celebrate their birthday. The society interest is also high since the people who come is always a lot.

There are a lot of female wayang character that can be used as an identificational mirror of the female as an individual. Example: Srikandhi is another character that symbolizes a strict and fighter that become a symbol of the female fight.

The problem is the fact that can be found nowadays. In ancient times, female role is very appreciated by Malang society. Right now, it shows different sign. Female commonly become subordinated as a weak, emotional and irrational human being. It creates behavior that put the female in 'unimportant position' or subordinate.

Men have alonger step. This is similar to the statement of Dra. Pipih Triastuti MM, secretary of Social Department of Malang.

"In Javanese culture, Java men is having further step means that men are not getting used to staying in certain place for long. In the other side, administration work of female is better. Men usually work outside or doing the technical thing while the administration will be done by a female."

The belief of this cultural point of vies is one of the reasons why the female is the subordinate. Tri Soekma Widajati, SE, MM as Head Devision of Safety and Social Aid as also make a statement about it. Her statement is as follow:

"People with the old point of view thing that men are the leader and women will only just need to follow. According to me, we can be equal with gender equality. We can help, support and complete each other between men and women in family to harmony of relation gender"

Women point of view itself is starting to change. They change about how they see culture point that put men far above women. It is also supported by another female staff opinion, Dra. Eva Nurdiana Lieke H who head of social empowerment. She also disagrees with the cultural point of view that still positioned women far below men. For her, this point of view is not suitable anymore especially if using the context of the situation recently.

"According to me, there are many women that working in the office nowadays. Maybe in a certain position, women still hold the second position and men keep the first level. However, in a certain position, women are equal with men. It means that even though women need to show their second position at home as mother and wife but also need to be consequent with their choice when positioned equally with men in the office."

Now, the cultural effect is not too significant anymore toward women motivation to develop their career. It is possible since household matter is already diverted in another organization or maid. Another factor that may also affect is the reality that female will be structural staff of Social Departement of Malang is near the city. She explaine is clearly stated that: "in Malang still hold strong Javanese culture so they put women position below men, but it is not happening in the big city.

### **4). Religion**

Beside value system and social norm, religion is also becoming a barrier in female staff career development in public bureaucracy position. In social life, interpretation of religion is created as a form of cultural structure that believed by society. Patriarchy culture that 'hand in hand' with religious interpretationis supported the domination of men toward women. Intrepretation of religion is so much affected by the interpreter point of view. If the interpreter comes and believes about patriarchy culture then the religious interpretation can be indirectly strengthened gender in justice.

Research result shows that when we come to the discussion about religion then there is a similar understanding of the whole of female staff that men still dominate women position in the family. Even though when they asked about the religious point of view that put men above women, most of them feel disagree. However, when they are asked about religious interpretation then they cannot deny anymore that husband position is higher in family structure than women. This statement is also supported by Dr Yayuk Yuliati as gender expert. She stated that: "according to me, we need to strictly keep that belief, no matter what, women need to respect their husband in career sucesfullnees".

The opinion of those two female staff shows that no matter high female staff position but when they are already in the domestic area then

their responsibility is not to the public any more but changing into their husband and children. The possible consequences that maybe achieved is that husband support that hugely affects on female staff career development.

Less support from husband toward her wife career is based on religion and cultural factor. In the end, it can shape and hold the injustice toward women in their effort to develop their career.

She explained so that:

“According to me, there are other factors that make women motivation decreased in developing their career. It is the husband support. Some of the female staff which I know really do not get sufficient support from her husband. For me, family support has a huge effect toward female staff career development especially if they are already married.”

Religion, Culture, Family, and Community are included in the basic factor for female staff development in public bureaucracy position that can be supporting or obstacle factor in female staff career development. That four-factor is always related between one and another dealing with providing effect toward female staff point of view.

#### **CONCLUSION AND SUGGESTION**

Female staff career development model in Social Department of Malang shows that gender provides significant effect in career development especially in structural position.

The internal factor is high motivation level of female staff career development. It is caused by a optimistic feeling of female staff in deciding to develop their career because of the high confidence, motivation and self actualization. Beside that it will affect support their husband. It makes female staff do motivate to do career development in a higher position level.

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