

Career Women Perception in Managing the Family Resilience (A Study in Faculty of Cultural Studies Universitas Brawijaya)

Eti Setiawati¹, Esti Junining², Alifiulahtin Utaminingsih³
{esti@ub.ac.id²}

Universitas Brawijaya, Indonesia^{1, 2, 3}

Abstract. This study is intended to find out the career women perception in managing the family resilience at the Faculty of Cultural Studies in Universitas Brawijaya. The perception is related to their ability to manage their tasks in public, domestic and neighborhood environment. This is a descriptive qualitative study, using twenty-five respondents as subjects of the study. The result shows that the perception of career women who work as lecturers and education staff in the FIB UB environment can be categorized into two groups, namely groups who are in structural positions and groups who do not have positions. The former, they have the perception of not having enough time to prepare breakfast for the family before leaving for work and dinner. While the latter, they still have time to prepare morning advice before leaving for work and dinner as an effort to manage family resilience. However, most of them (56%) have agreed that career advancement should be pursued. Regarding the obstacles of becoming career women, most of them have the same opinion that the most dominant factor that becomes an obstacle in carrying out multiple roles is not being able to manage time well either for career women who have served in structural or those who have not served in structural position.

Keywords: Family, Career Women, Resilience, Family Resilience.

1 Introduction

Women have multi-tasking roles to exist in their public, domestic and neighborhood environment. Whatever their position such as a teacher, a bank clerk, a business woman, a parliament member or even those who are in ministerial position, their mind and responsibility are always at home.

It is undebatable that women working in a public area should manage their time well in order to be able to accomplish their tasks both in domestic and public. In one side they are housewives who should be able to be a good wife and a good mother who is ready to take care of their kids. As a mother they should be able to do housework such as cooking, washing, ironing, cleaning the house and preparing the husbands and children's needs. On the other side, in public one. they have to be able to optimally finish their tasks at the working places. All of those tasks should be done simultaneously.

The problem of multitasking women in domestic and public areas is very dilemmatic as what Utaminingsih [1] states that career women often experience multiple role conflicts that simultaneously occur due to pressure from two or more expected roles, but it can happen in

the fulfillment of one role will be in conflict with other roles. Therefore, psychologically women often feel guilty because they cannot perform the expected role.

On the other hand, women also have hoped to exist in the public sphere. They want to develop their careers in their field of work, but are sometimes constrained by the limited time to carry out, the accumulation of routine administrative tasks, and the carrying capacity of families, especially couples who demand more. Some related studies have been carried out by previous researchers. The studies are as follows.

The role of women in the public sector and the problems they face with the dual roles have been investigated in 2016. The study had been conducted by Nofianti [2] which aims at analyzing women's role at the office and at home. Women can fulfill both roles well, starting from the household by making good communication between husband and wife, that children and harmony in the household become a shared responsibility, not just women's responsibility. The act of helping each other, sharing and finding solutions together in every problem faced in the household is the best way that can be done to achieve harmony in the household. Women will be successful at work if their household affairs can be handled well. High awareness and knowledge of religion also determine the success of the woman, both for life in the world and the hereafter.

Another study was done by Ramadani [3] which is intended to determine the implications of the dual role of women in family life and community environment. The results show the general description of women's dual roles and their impacts. The general description of the dual role of women *batik* artisans, namely the role of a housewife, the role of a *batik* craftsman and the role of a community member by becoming a member of the PKK and a member of the Ta'lim Assembly [4]. The constraints felt by women *batik* artisans in carrying out all their roles are internal and external. Internal constraints namely physical fatigue, mental fatigue, boredom, laziness, While the external constraints, namely the limited time. The impact that occurs on women *batik* artisans in carrying out their dual roles has positive and negative impacts. The positive impact is that they will get income so that it can help the family economy, there is cooperation between husband, wife and children in completing household tasks, improving skills in batik, expanding the social environment because of participating in activities in the community, while the negative impact is the limited time for the family.

The next study focuses on the dual role conflicts of career women reviewed in Islamic perspective. It was supported by Ermawati [5] who investigated the women challenges in implementing the dual role in the office and at home. The results show that career women are women who do work according to their fields of science and expertise. The factors that cause women to have a career are not only caused by economic factors, but also caused by individual factors that is the desire to develop themselves and play a role in society. The plunge of women in the career world has a lot of influence on all aspects of life, both personal and family life, as well as the lives of the surrounding community in terms of economic, psychological, social and development.

On the other hand, when a woman plunges into the career world, she will have multiple roles, both roles in the household and roles in work (career). In many cases, career women are often faced with family and work conflicts. Uncontrolled family and work conflicts have the potential to hamper the success of career women in their roles as mothers and wives at home, their roles at work or in both. To overcome family and work conflicts, there are several efforts that can be done including: choosing work that is not contrary to Islamic law and in accordance with the nature of womanhood, as well as work that does not prevent it from fulfilling its obligations in the family.

This research is different from the studies above. The difference lies in the focus being studied. This study only examines the perceptions of career women in the Faculty of Cultural Studies environment, namely perceptions of multiple roles, the urgency of the profession in the public sphere, and the factors that become obstacles in carrying out dual roles as an effort to manage family resilience. Based on this description, researchers are interested in studying how the perceptions of career women in managing their families are.

2 Research Methods

This research is a descriptive qualitative research. With this method researchers explore naturally about the perception of the dual role of women in family retention. The subjects of the research were women who worked in the Faculty of Cultural Studies both lecturers and educational staff. Data collection was carried out by distributing questionnaires to 25 lecturers and education staff who were determined in a random manner, as well as in-depth interviews with research subjects. Data were analyzed using quantitative and qualitative approaches. Quantitatively the data were analyzed with a percentage to find out what percentage of career women's perceptions about multiple roles, the qualitative data were analyzed by examining each category and factor that influence problematic dual roles in family resilience.

3 Results and Discussion

The results of the study discuss three primary things namely, 1) the perception of career women towards family resilience, 2) the perception of career women towards the urgency of the profession in the public sphere, and 3) the factors that become obstacles in carrying out multiple roles.

3.1 Career Women's Perception of Family Resilience

According to *Kamus Besar Bahasa Indonesia* (KBBI), a primary dictionary for Indonesian language, it is explained that career women are women who involved in professional activities (offices, business). In general, the definition of a career woman includes a woman's career as a full-time homeowner and also women who have certain jobs or professions outside the home. Career women are women who pursue and love something or several jobs to full in a relatively long time, to achieve something progress in life, work or position. Generally, careers are pursued by women outside the home. So, career women are classified as those who take part in the public sector.

Career is always associated with money and power. That, as stated by Ihromi [6], women workers are those whose work will receive monetary rewards even though these benefits are not immediately received. However, a career can also be a work that cannot be separated from a vocation. The women, who pursue their careers as a vocation also pay attention to family resilience which includes physical, psychological, and social endurance [7].

According to Sunarti [7], family resilience is the ability of families to manage family resources and manage or overcome problems faced by families, to achieve family goals. Based on the results of the analysis of the data obtained through a questionnaire, 25 career women in

the FIB environment manage family resilience very diverse. Of the 25 career women at FIB, they have the following perceptions of family management resilience.

Table 1. Aspects of Family Resilience

No	Aspects of Family Resilience	ED	D	A	EA
1	Having enough time to prepare breakfast for the family before leaving for work	12%	24%	32%	32%
2	Having enough time to clean the house before leaving for work	12%	44%	36%	8%
3	Having enough time to prepare dinner for the family	4%	32%	56%	8%
4	Having enough time to care for themselves as a woman / wife / mother	8%	12%	52%	25%
5	Having enough time to accompany their sons and daughters to study in the afternoon or write articles for journals	8%	24%	48%	20%

From table 1, it can be stated that the perception of career women who work as lecturers and education staff in the FIB UB environment can be categorized into two groups, namely groups who sit in structural positions and groups who do not have. For career women who have structural positions, they have the perception of not having enough time to prepare breakfast for the family before leaving for work and dinner. While career women who are not in structural positions still have time to prepare morning advice before leaving for work and dinner as an effort to manage family resilience.

Another domestic realm that becomes a dilemma for career women in FIB UB is cleaning the house before leaving for work. For career women who occupy structural positions it is very difficult to take the time to clean the house before leaving for work. These activities can only be done after returning from work. That, too, if it's a bit loose in time. Often that can't be done. That is, because there are many office tasks that must be completed. In contrast to career women who are not in office who carry out teaching routines. The career women still have time to clean the house before leaving for work.

As a mother, career women certainly have a very important role to guide and accompany their sons and daughters in learning. However, career women who have structural positions often cannot always accompany their sons and daughters in learning. The career women are only occasionally able to accompany their children to study. To study, their children are entrusted through tutoring institutions or to call their private tutors' home.

Career women in the FIB UB environment, in part, do not have much time to care for themselves, namely caring for themselves in the salon, swimming, gymnastics. As a wife, of course it is necessary to always maintain physical and mental health, in order to maintain harmony in the relationship of husband and wife and their core families. However, for career women who occupy structural positions are very limited time to pamper themselves caring for her beauty. For career women who are not in office can still take the time to care.

3.2 Career Women's Perception about Professional Urgency in Public Spaces

Public space is an area or place where a community or community can gather to achieve the same goal, sharing problems both personal and group problems. According to Huberman [8], public space is the whole area of social life that allows us to form public opinion, where all people can enter this room, both women and men.

Kusumo *et al.* [9] argues that every public space has the meaning of a location that is designed to a minimum has great access to the surrounding environment, where people or users of public spaces meet and the behavior of people using public space with one another follows local norms.

As a place for social interaction, public space must be accessible to various groups of people without a barrier due to differences in backgrounds that are not gender biased. However, in reality the public sphere is still a space for male hegemony. Women have the perception of not getting enough space to participate fully in public space. In addition, the problem is also compounded by career women about their multi-tasks roles which often become a dilemma. This can be seen from the results of research related to perceptions about the urgency of the profession in public space with the following indicators.

Table 2. Urgency of Professionals in Public Spaces

No	Urgency of Professionals in Public Spaces	ED	D	A	EA
1	Office works can be accomplished at the same	0%	64%	24%	12%
2	If the job is not finished at work, it can be done at home	12%	52%	28%	8%
3	I can bring unfinished job at home	16%	48%	28%	8%
4	Career progress should be pursued	0%	16%	56%	28%
5	I have done my best at work	0%	8%	44%	48%

The career women at FIB represented by 25 respondents had the perception that agreeing to career advancement should be pursued which reached 56% of all respondents. This was based on the perception that 48% strongly agreed that respondents had done their best for work in the office. However, the dilemma faced is that career women have the perception of (1) disagreeing that reaches 64% if office work must be completed that day; (2) 52% of respondents said that they did not agree if office work had not been brought home and was done at home; 48% of respondents did not agree to bring office work home.

3.3 Factors that become Obstacles in Running Multiple Roles

Performing a multi-tasks role for career women in the UB FIB environment is not easy. Many things from various aspects often become obstacles to carry out dual roles as women / mothers / wives. These factors can be seen in the following table.

Table 3 Factors that become Obstacles in Running Multiple Roles

No	Factors that become Obstacles in Running Multiple Roles	ED	D	A	EA
1	Unable to manage time	20%	48%	24%	8%
2	A lot of works to do	0%	36%	32%	32%
3	Nobody helps to lessen the task	0%	76%	12%	12%
4	Son and daughter are still too small	16%	24%	24%	36%
5	Couples demand more	36%	36%	16%	0%

Based on the factors in table 3, it is found that the most dominant factor that becomes an obstacle in carrying out multiple roles is not being able to manage time either for career women who have served in structural or those who have not served in structural. Then another factor also is nothing helps ease the task, a lot of business, especially for career women in office. While other factors are the children are still small and the couple demands more. For the last factor constraint, almost all respondents stated it.

4 Conclusion

Becoming a career woman is not an easy task. However, this role should be faced by most of women in the world, especially in Faculty of Cultural Studies Universitas Brawijaya in which most of the employees and employers are women. Things to remember are that the career women should be a multi taskers well. It is not easy but they have to face it happily for the sake of God, this could lessen the burdens that might be faced. Women can fulfil both roles well, starting from the household by making good communication between husband and wife, that children and harmony in the household become a shared responsibility, not just women's responsibility. The act of helping each other, sharing and finding solutions together in every problem faced in the household is the best way that can be done to achieve harmony in the household. Women will be successful at work if their household affairs can be handled well. High awareness and knowledge of religion also determine the success of the woman, both for life in the world and the hereafter.

References

- [1] A. Utaminingsih, *Gender dan Wanita Karir*. Universitas Brawijaya Press, 2017.
- [2] L. Nofianti, "Perempuan di Sektor Publik," *Marwah J. Perempuan, Agama dan Jender*, vol. 15, no. 1, pp. 51–61, 2016.
- [3] N. Ramadhani, "Implikasi peran ganda perempuan dalam kehidupan keluarga dan lingkungan masyarakat," *SOSIETAS*, vol. 6, no. 2, 2016.
- [4] Depdikbud, *Kamus Besar Bahasa Indonesia*, 4th ed. Jakarta: Gramedia Pustaka Utama, 2008.
- [5] S. Ermawati, "Peran ganda wanita karier (konflik peran ganda wanita karier ditinjau dalam prespektif islam)," *J. Pendidik. Edutama*, vol. 2, no. 2, pp. 60–69, 2015.
- [6] O. Ihromi, "Wanita Bekerja dan Masalah-masalahnya," *dalam Toety Hear. Nurdhi dan Aida Fitalaya S. Hubeis (ed), Din. Wan. Indones. Seri*, vol. 1, 1990.
- [7] E. Sunarti, "Ketahanan Keluarga: Lingkup Komponen dan Indikator." Bahan presentasi, tidak diterbitkan, 2011.
- [8] M. B. Miles and A. M. Huberman, "Analisis data kualitatif." Jakarta: UI press, 1992.
- [9] D. K. Pranadji, E. Sunarti, and R. A. B. Kusumo, "Analisis peran gender serta hubungannya dengan kesejahteraan keluarga petani padi dan hortikultura di daerah pinggiran perkotaan," 2008.