

Pengalaman pengembangan kepemimpinan pemimpin wanita di BUMN di Indonesia = Leadership development experiences of women leaders in state owned enterprises BUMN in Indonesia

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Abstrak

Proporsi wanita di Indonesia yang duduk di manajemen perusahaan hanya sekitar 6% dari jumlah total angkatan kerja. Menteri Badan Usaha Milik Negara (BUMN) percaya bahwa wanita mampu menjadi pemimpin bahkan lebih baik dari laki-laki dan mempunyai aspirasi untuk melipatgandakan jumlah wanita di kalangan Direktur di BUMN. Pentingnya organisasi untuk mempertahankan dan mengembangkan pemimpin wanita dibahas pada tinjauan pustaka. Kemudian, komposisi gender pada manajemen BUMN dianalisa dan ditelaah.

Pada penelitian ini ditemukan angka rasio wanita yang berada di manajemen BUMN rendah tetapi ada optimisme bahwa angka tersebut akan naik. Ditemukan bahwa program pengembangan experiential yang dilakukan para peserta penelitian dilakukan berdasarkan inisiatif mereka; dan investasi BUMN pada program pengembangan kepemimpinan karyawan wanita, rendah.

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The proportion of women in Indonesia who sit in the board of directors was only 6% out of the entire women work force. The Minister for State-Owned Enterprise (BUMN) Republic of Indonesia believed that women were capable to be leaders as well or even better than men and had an aspiration to multiply the number of woman in the Director and CEO levels of BUMN. The importance of retaining and developing women leaders for organizations was demonstrated in the literature review. Subsequently, gender composition in BUMNs management and the leadership development of women leaders in BUMNs were explored and analyzed.

In this research, low ratio number of women in BUMNs management team was found but there was optimism that the number will increase. Key points discovered in this research were experiential development programs done by the participantsown initiatives; and BUMNs poor investment on leadership development programs towards women employees.