

# Studi eksploratif mengenai tantangan perempuan Indonesia dalam international assignment: cross-cultural adjustment, work-life issues, dan repatriation = Explorative study of Indonesian female challenges in international assignment: cross-cultural adjustment, work-life issues, and rapatriation

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## Abstrak

### <b>ABSTRACT</b><br>

Pertumbuhan jumlah perusahaan yang bergerak dalam pasar global saat ini cukup pesat, hal tersebut beriringan dengan kebutuhan keahlian karyawan dengan skala internasional yang diperoleh dengan cara penugasan internasional. Penugasan internasional dilakukan dengan harapan dapat meningkatkan talenta para karyawan. Menurut penelitian sebelumnya permasalahan yang terjadi di perusahaan dalam penugasan internasional adalah terdapat kesenjangan jumlah karyawan laki-laki dan perempuan yang mendapat kesempatan untuk bertugas ke luar negeri, dimana jumlah karyawan perempuan lebih rendah daripada laki-laki. Hal tersebut terjadi karena beberapa faktor yaitu kurangnya role model, sulit menyesuaikan budaya host country, dual-career issues, dan fokus kepada karir setelah repatriasi. Dengan adanya permasalahan tersebut, penelitian ini lebih mengeksplor mengenai tantangan-tantangan yang dihadapi karyawan perempuan dalam penugasan internasional terutama bagi karyawan perempuan di Indonesia. Data kualitatif penelitian ini diperoleh dari 8 karyawan perempuan pada perusahaan multinasional dengan melakukan in-depth interview. Hasil penelitian ini menunjukkan bahwa pada work-life issues tantangan yang dihadapi perempuan adalah sttus pernikahan, anak dan time management; pada cross-cultural adjustment tantangan yang dihadapi berupa stereotyping dan tingkat cultural intelegence karyawan yang mempengaruhi penyesuaian diri mereka di host country; dan pada repatriation karyawan perempuan dihadapkan dengan tantangan reverse culture shock, career expectation, dan tingkat turnover.

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### <b>ABSTRACT</b><br>

The growth of the number of companies engaged in the global market is now quite rapid, it is in tandem with the expertise needs of employees on an international scale obtained by international assignments. International assignments are carried out in hopes of increasing the talents of employees. According to previous research the problems that occur in companies in international assignments are that there are gaps in the number of male and female employees who have the opportunity to work abroad, where the number of female employees is lower than that of men. This happens because of several factors, namely the lack of role models, it is difficult to adjust the host countrys culture, dual-career issues, and focus on careers after repatriation. With these problems, this study explores more about the challenges faced by female employees in international assignments, especially for female employees in Indonesia. The qualitative data of this study were obtained from 8 female employees in multinational companies by conducting in-depth interviews. The results of this study indicate that in the work-life issues the challenges faced by women are the status of marriage, children and time management; on cross-cultural adjustment the challenges faced are in the form of stereotyping and the cultural level of employee intelligence that influences their adjustment in the host

country; and the repatriation of female employees is faced with the challenge of reverse culture shock, career expectation, and turnover rate.