

The Comparison of Diversity and Inclusivity in Religion-based Organizations = Perbandingan Praktik Keberagaman dan Inklusivitas di Organisasi Berbasis Keagamaan

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Abstrak

Tesis ini bertujuan untuk mengkaji praktik keberagaman dan inklusivitas khususnya di organisasi berbasis agama di Indonesia. Indonesia memiliki enam agama yang diakui yaitu Islam, Kristen/Katolik, Hindu dan Buddha/Konfusianisme. Oleh karena itu, Indonesia dikenal dengan adanya keberagaman agama, ras dan suku. Karena perbedaan agama, ras, dan suku, Pancasila dan Bhinneka Tunggal Ika telah menjadi pedoman bagi masyarakat Indonesia untuk hidup bersama secara damai tanpa mengurangi rasa hormat dan saling menghargai perbedaan tersebut. Data dikumpulkan melalui kuesioner sebanyak 102 responden yang bekerja di organisasi berbasis agama. Temuan dari penelitian ini menemukan bahwa organisasi berbasis Islam, Kristen/Katolik, Hindu dan Buddha/Konfusianisme yang sebagian besar bergerak di sektor pendidikan telah menerapkan praktik keberagaman dan inklusivitas di organisasi mereka. Lebih lanjut, penelitian ini juga menemukan bahwa diantara organisasi-organisasi berbasis agama tersebut, etnis Melayu memiliki toleransi paling tinggi diantara yang lain karena prinsip toleransi Melayu. Implikasi manajerial juga dibahas untuk penelitian di masa depan.

.....This thesis is aimed to examine the practices of diversity and inclusivity especially in religion-based organizations in Indonesia. Indonesia has six recognized religion that includes Islam, Christian/Catholic, Hindu and Buddha/Confucianism. Hence, Indonesia is known for its diversity in religion, race, and ethnicity. Because of the various religion, race, and ethnicity, Pancasila and Bhinneka Tunggal Ika had been the guidance for Indonesian society to live together peacefully without disrespecting these differences. Data are gathered from 102 respondents through questionnaire from people who are working in religion-based organizations. The findings of this study discovered that Islam, Buddha/Confucianism, Hindu and Christian/Catholic-based organizations that mostly engages in education sector had implemented diversity and inclusivity practices within their organizations. Furthermore, this study also discovered that between these religion-based organizations, Malay ethnic has the highest tolerance among others due to Malay's principles of tolerance. Managerial implications also discussed for future research.