

## Sikap karir pustakawan wanita: survei di perpustakaan nasional RI

Erlina Inderasari, author

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### Abstrak

Penelitian bertujuan untuk mengetahui apakah ada hubungan antara perhatian terhadap keluarga (family care) dan iklim organisasi dengan sikap-karir (career attitudes) pustakawan wanita di Perpustakaan Nasional R.I. Penelitian ini merupakan penelitian survei yang ditaksanakan terhadap para pustakawan wanita yang pada saat penelitian berlangsung mempunyai suami dan anak yang menjadi tanggung jawabnya. Populasi sebanyak 81 orang pustakawan wanita. Angket disebarakan kepada hampir selun,h populasi, dan yang kembali 71 eksemplar. PenelWan lni menggunakan metode kuantitatif.

Hasil-hasil penelitian adalah:

1) Tidak ada hubungan antara perhatian kepada keluarga (family care) dengan sikapkarir (career attitudes). Tidak selalu sikap-karir pustakawan wanita menjadi makin lemah dengan makin kuatnya perhatian kepada keluarga.

a) Ada korelasi yang rendah tapi signifikan antara perhatian kepada keluarga (family care) dengan aspirasi.

b) Ada korelasi yang rendah tapi signifikan antara dimensi perhatian kepada suami (peran sebagai istri) dengan aspirasi.

c) Ada hubungan yang rendah tapi signifikan antara dimensi perhatian kepada anak (peran sebagai Ibu) dengan sikap-karir (career attitudes).

d) Ada korelasi yang rendah tapi signifikan antara dimensi perhatian kepada anak (peran sebagai ibu) dengan aspirasi.

2) Terdapat hubungan yang cukup berarti antara iklim organisasi dengan sikap-karir (career attitudes).

a) Ada korelasi yang cukup berarti antara struktur organisasi dengan aspirasi.

b) Ada korelasi yang rendah tapi signifikan antara imbalan dan sanksi dengan sikap-karir (career attitudes).

c) Ada korelasi yang rendah taps signifikan antara kehangatan dan dukungan dengan sikap-karir (career attitudes).

d) Ada korelasi yang rendah tapi signiflkan antara kehangatan dan dukungan dengan komitmen.

e) Ada hubungan yang cukup berarti antara rasa memiliki dengan sikap-karir (career attitudes).

f) Ada hubungan yang cukup berarti antara rasa memiliki dengan aspirasi.

g) Ada hubungan yang rendah tapi signifikan antara rasa memiliki dengan ambisi.

3) Tidak ada hubungan berganda antara variabel-variabel perhatian kepada keluarga dan iklim organisasi dengan sikap-karir.

<hr><i>The Aim of the research is to know the correlation between family care as well as organization climate and career attitudes of female librarians at National Library of Indonesia. This survey research involved 81 married female librarians who had husband and children to care for. Questioners were spreaded over almost to all those population and 71 exemplars returned. Quantitative method was employed in this research.

The results of this research are as follow:

- 1) No correlation between family care and career attitudes was found. The getting stronger family care was not always decrease the career attitudes of those female librarians.
  - a) A low but significant correlation between family care and aspiration was found here.
  - b) There is a low but significant correlation between husband care dimension (role of a wife) and aspiration.
  - c) There is also a low but significant correlation between children care dimension (role of a mother) and career attitudes.
  - d) There is a low but, again, significant correlation between children care dimension (role of a mother) and aspiration.
- 2) It was found that there's a sinificant correlation between the organization climate and career attitudes.
  - a) There is a significant correlation between the organization structure dimension and aspiration.
  - b) A low but significant correlation between reward as well as punishment dimension and career attitudes was found.
  - c) It was also found that there's a low but significant correlation between encourangement and career attitudes.
  - d) There is a low but significant correlation between encouragement and commitment.
  - e) There Is a significant correlation between sense of belonging and career attitudes.
  - f) There is a significant correlation between sense of belonging and aspiration was found as well.
  - g) There is a low but significant correlation between sense of belonging and ambition.
- 3) There is no dual correlation between variables of family care as well as organization climate and career attitudes.</i>