

Positive leader identity karyawan wanita: peran traditional gender role belief, future work self, humility, spousal emotional & instrumental support = Female employees positive leader identity: the effect of traditional gender role belief, future work self, humility, spousal emotional & instrumental support

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Abstrak

Keterwakilan pemimpin perempuan di Indonesia masih rendah yaitu hanya sebesar 11,3%. Langkah yang dapat dilakukan untuk mengatasi permasalahan tersebut adalah perlunya karyawan perempuan menginternalisasi positive leader identity. Penelitian ini bertujuan untuk mengidentifikasi faktor-faktor yang memengaruhi positive leader identity berdasarkan teori claiming dan granting. Penelitian dilakukan pada 418 karyawan wanita yang sudah menikah dari berbagai organisasi baik organisasi yang didominasi pria maupun wanita. Alat ukur yang digunakan memiliki reliabilitas yang berkisar antara 0,72-0,87. Hasil analisis menunjukkan bahwa (1) Traditional gender role belief ($B = -0,14$; $p < 0,01$), future work self ($B = 0,23$; $p < 0,01$), dan spousal emotional support ($B = -0,12$; $p < 0,05$) signifikan memengaruhi positive leader identity ($B = -0,14$; $p < 0,01$); (2) Humility ($B = 0,07$; $p > 0,05$) tidak signifikan memengaruhi positive leader identity; (3) Spousal instrumental support dapat memperlemah pengaruh traditional gender role belief terhadap positive leader identity. Faktor tersebut memprediksi varian positive leader identity sebesar 24% $F(1,409) = 3,90$, $p < 0,01$. Dengan demikian, hasil penelitian ini diharapkan dapat memberikan tambahan pemahaman bahwa faktor internal dan eksternal saling bereaksi dalam mempengaruhi identitas pemimpin. Penelitian ini menunjukkan bahwa faktor di luar domain pekerjaan juga turut mempengaruhi internalisasi identitas pemimpin. Dengan demikian, untuk berhasil mengatasi kurangnya keterwakilan perempuan dalam posisi kepemimpinan, tidak cukup hanya mengatasi faktor internal dalam diri individu tetapi juga perlu memperhatikan faktor eksternal baik itu faktor yang ada di organisasi maupun luar organisasi.

....Women leaders are still underrepresented in Indonesia which only 11.3% in management position. To overcome these problems, female employees need to internalize a positive leader identity. This study aims to identify the factors that influence positive leader identity based on claiming and granting theory. The study was conducted on 418 married female employees from various organizations, both male and female dominated organizations. The measuring instrument used has a reliability that ranges from 0.72 to 0.87. The results of the analysis show that (1) traditional gender role beliefs ($B = -0.14$; $p < 0.01$), future work self ($B = 0.23$; $p < 0.01$), and spousal emotional support ($B = -0.12$; $p < 0.05$) significantly affect positive leader identity ($B = -0.14$; $p < 0.01$); (2) Humility ($B = 0.07$; $p > 0.05$) does not significantly affect positive leader identity; (3) Spousal instrumental support weaken the effect of traditional gender role beliefs on positive leader identity. This factor predicts the positive leader identity variant of 24% $F(1.409) = 3.90$, $p < 0.01$. The findings of this study can contribute to provide additional understanding that internal and external factors are interact in influencing leader identity. This research shows that factors outside the work domain also influence the internalization of a leader's identity. To succeed in overcoming the underrepresentation of women in leadership positions, organization must pay attention not only to internal but also to external factors within the organization and outside the organization.