

Women's Resilience in *Lebih Senyap Dari Bisikan* by Andina Dwifatma and *Kim Ji-Yeong* by Cho Nam-Joo

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ABSTRACT

Women's resilience is found in the novel *Lebih Senyap dari Bisikan* by Andina Dwifatma and the novel *Kim Ji-Yeong*, Born 1982 by Cho Nam-Joo. Both novels would be studied using two studies, namely feminist theory which is closely related to the conditions of women in facing discrimination, especially in the field of work, and comparative literature to compare and find out various forms of women's resilience in two different countries. The focus of the research is how women's resilience in the world of work is in the two novels. The purpose of this study is to find out the forms of women's resilience in the world of work. The method used in this study is a qualitative descriptive method, data collection techniques using library techniques, and data analysis techniques using descriptive techniques. The results of the study show that there are similarities and differences in the forms of women's resilience in the world of work. These differences are influenced by life and cultural factors in each novel.

Keywords: *Resilience; Feminism; Comparative Literature.*

INTRODUCTION

From an Eastern cultural perspective, society views the position of women and men as unequal. Moreover, the demands for marriage are much more directed at women than men. This also happens in Indonesian society because it is influenced by the cultural background of society which leads to a patriarchal culture that encourages women to immediately become wives and mothers in a family. In dealing with this, women have the strength to survive and fight to face conditions that make them feel uncomfortable. Such abilities are known as "resilience" or "strength". According to Gortberg in Hendriani, (2022) resilience is the human ability to survive and adapt and can solve the problems being faced. Meanwhile, according to Luthar in Hendriani, (2022) resilience is a dynamic process that includes positive adaptation in the context of difficult situations, containing significant dangers or obstacles. In other words, resilience is considered the ability to maintain psychological stability in the face of stress.

The power of women is an interesting topic because this topic can provide knowledge to readers to understand that women also have power and freedom in their

lives. The topic of women's resilience is found in the novel *Lebih Senyap dari Bisikan* Andina Dwifatma's work. Women's resilience and struggle exist because every woman has the desire and strength to do what she wants and has the right to do, but behind that there are always problems that make women feel inferior and burdened. The assumption of society that women are lower in status than men still often occurs. Men are considered as powerful creatures and have a higher position. This causes women to be considered to have no important role in society. Women can live comfortably or not depending on men Darni, (2013). The topic of women's resilience is also told in the novel *Kim Ji-Yeong, Born 1982* Cho Nam-Joo's work is bolder in expressing the problems that women often face in the midst of South Korean society which still adheres to patriarchal beliefs.

This is what underlies the two novels are worthy of being studied and compared. The similarities in the two novels are in the form of women's strength in facing the problems around them. In addition to these similarities, there are also differences in the two novels. The way the two novelists convey the strength and struggle of women is very different. This is influenced by the cultural background of the authors. Andina Dwifatma, who is a woman born in Jakarta, Indonesia, and Cho Nam-Joo, who is a woman born in Seoul, South Korea.

Understanding Resilience

Patriarchal cultural tendencies have encouraged women to become wives and mothers in a family, so that they can be respected as members of society. To deal with this unfavorable situation, women can accept, put up direct resistance, or negotiate. In a psychological context, women will naturally maintain their mental stability in avoiding pressure by practicing resilience. Resilience comes from the Latin word "re-silire" which means to rise again Connor & Davidson, (2003). Resilience is the ability that a person, both individual and group, has to adapt to situations of tragedy, trauma, or other stress triggers. According to Reivich & Shatte, (2002) as outlined in his book "Resilience Factor" explains that resilience means a person's ability to get through, overcome and return to their original condition after experiencing difficult and stressful events. This ability is very important in everyday life. Individuals who are able to develop resilience well will be stronger in facing the life problems they face.

Feminist Understanding

Etymologically, feminist comes from the word woman (woman), which means women (singular) who fight for women's rights (plural) as a social class Ratna, (2013). Humm, (2007) states that feminism combines the doctrine of equal rights for women which is an organized movement to achieve women's human rights with the ideology of social transformation which aims to create a world for women. Feminism can also be said to be like that an ideology of women's freedom that was formed in the movement to eliminate exploitation, injustice and oppression of women. In other words, feminism is not an effort to rebel against men, an effort against social institutions such as the household and marriage, or an attempt by women to deny their nature, but feminism is a woman's effort to end the oppression and exploitation of

women. In this case, the target of feminism is not just gender issues, but fighting for human rights.

Understanding Comparative Literature

Comparative literature or literature comparison is another term from comparative literature. This research is included as an approach in literary science that does not produce its own theory, so that when used in research, comparative literary studies require other theories according to the object and objectives of the research. The comparative literary approach first appeared in the early 19th century in France and was then followed by other Europeans and then developed in the Americas and Asia Hutomo, (2019). The idea of comparative literature was put forward by Sante-Beuve in his article. In the article it is explained that at the beginning of the 19th century comparative literary studies emerged in France. Comparative literature is generally divided into two streams. The flow of comparative literature that emerged in France is known as the French school or old school. The second flow is called the American flow or new flow. He mentioned the new school because it developed the French school Damono, (2009).

Comparative literature is research that not only tries to examine the similarities and differences of literary works textually, but goes further, namely trying to find out the background of socio-cultural life that underlies the birth of a text. Endaswara also revealed that there are four groups of comparative literature research when viewed from the aspect of the object of his work Endraswara, (2011). First, a category that looks at the relationship between one work and another by exploring the possible influence of one work on other works. Included in interdisciplinarity in comparative literature are philosophy, sociology, religion, and so on. Second, the category that examines the themes of literary works. Third, research into movements or tendencies that mark a civilization, fourth, analysis of the form (genre) of literary works.

This research uses comparative affinity theory to reveal the form of women's resilience in the novel *Lebih Senyap Dari Bisikan* by Andina Dwifatma and novels Kim Ji-Yeong, Born 1982 by Cho Nam-Joo by analyzing each other's text variants to obtain similarities and differences in the two novels. Apart from that, this research also uses the guideline that comparative literature is the study of literature outside the borders of a particular country, so that it can compare the literary works of one country with other countries that have cultural and linguistic differences. The relationship between intrinsic literary elements in the form of women's resilience in both novels *Lebih Senyap Dari Bisikan* by Andina Dwifatma and novels Kim Ji-Yeong, Born Cho Nam-Joo's 1982 work provides background to the use of comparative literary studies. So, the analysis that is considered suitable for comparative literary studies is structural analysis.

The Concept of Women's Independence at Work

We often hear the term independence in everyday life. The word independence shows confidence in one's own ability to solve a problem without the help of others. According to Desmita, (2011) independence comes from the basic word "diri" which

has the suffix "to", then forms a noun. Because independence comes from the word "self", the discussion about independence cannot be separated from self-development itself. Independence can be characterized by the ability to determine one's own destiny, have initiative and creativity, regulate behavior, be responsible, be able to make one's own decisions, and be able to solve problems without the influence of others. With independence, a person can choose their path in life to develop in a better direction. This means showing that independence does not come suddenly to a person, but rather through a fairly long learning process in life in the various environments in which he finds himself. A similar opinion was also expressed by Basri, (2004) that independence is defined as a situation where a person is able to decide and do something without the help of other people. Actions are taken not because of pressure from other people, but because of motivation from within.

Likewise, women's independence can occur anywhere and in any case. One of the things that encourages women to be independent is the economic sector, namely work. In short, economics is a branch of social science that focuses on the problem of how to utilize limited resources to meet diverse and unlimited needs Multifiah, (2011). Basic economic problems often arise because of the gap between resources and human needs. Therefore, it is necessary to choose options in the use of resources in order to obtain efficient results. Choosing the use of these resources requires appropriate analysis and methods so that later they do not deviate from what is expected Bangun, (2014). In this case, women's independence in the economic sector is closely related to a woman's economic situation when she marries. Haryanto, (2008:) explains that from an economic perspective, households in the poor category have forced women to optimize their income through work by mobilizing their economic resources. These efforts are made to maintain a decent life or achieve a normal level of well-being. However, in these efforts, not everyone is able to maintain a decent standard of living. For example, in poor families, all household members except children are generally directed to earn income as an effort to fulfill basic daily needs. The act of being unemployed in poor families is something that is considered taboo, because it will be a burden on household members.

In this regard, women as wives in domestic life are required to be able to support the family's economic security by working. These conditions create strong incentives for women to work outside the home. In recent years, women's involvement in the public sector has shown a relatively continuous increase, resulting in an atmosphere of revitalization of women's motivation and desire to work to improve economic conditions in the household. However, until now this is still a critical dilemma for some women. On the one hand, women are required to have a graceful attitude and high self-control when dealing with the public. But on the other hand, in the domestic realm, women are required to be housewives who are full of love, devotion and loyalty.

Meanwhile, husbands often feel uncomfortable with their wives' actions in public spaces. This is what is called glass ceiling faced by career women, where women are faced with a dilemma; where they have clear space in their career, but without

realizing it their space for movement becomes limited. Regarding this matter Pembayun, (2009) states that independent women are transformative women. The definition of transformative women is closely related to the transformational leadership style. Women have the potential to contribute to household income, especially households that are still economically disadvantaged. In conditions where households are classified as poor, women usually enter the world of work to supplement household income which they feel is not enough. There has been an increase in women's participation in economic activities because first, there has been a change in society's views and attitudes regarding the importance of education for women and men, as well as awareness that women can also participate in various things. Second, there is a woman's desire or willingness to be economically independent, namely trying to finance her own needs and perhaps also the living needs of other family members.

Another possibility that causes an increase in women's participation in the world of work is the wider employment opportunities that provide opportunities for female workers, for example the emergence of light industry that can employ women. According to Laswell, women's economic contribution in the family will have an impact on improving family finances, ownership of luxury goods, and a higher standard of living by achieving a better sense of security, thus having an impact on increasing the family's social status. Women's participation in earning a living will have a positive impact, namely improving the social structure in a family Puspitasari, (2013).

Thus, it can be concluded that women's independence in work can be realized due to several factors, namely the will, ability and opportunity to realize their desires freely and independently with full motivation, initiative, creativity and self-confidence, and not depending on the help of others.

METHOD

The method explains in detail how the research was carried out. The type of research used will determine the method used in the study. The method in the quantitative approach contains a description of the identification of variables; population, sample, and sampling techniques; data collection methods and tools; instrument validation; and data analysis methods.

In this research, there is an attempt to describe, record, analyse, and interpret the conditions experienced by female characters in the novel. The aim of using qualitative descriptive research is to thoroughly describe the resilience of the main female character in the novel *Lebih Senyap Dari Bisikan* by Andina Dwifatma and novels Kim Ji-Yeong, Born 1982 by Cho Nam-Joo. In this research there is an attempt to describe, record, analyze and interpret the conditions experienced by female characters in the novel.

According to Creswell, qualitative research is a type of method for describing, exploring, and understanding the meaning that a number of individuals or groups of people ascribe to social or humanitarian problems. The qualitative research process involves important efforts, such as asking questions and procedures, collecting specific

data from participants, analyzing data inductively starting from specific themes to general themes, and interpreting the meaning of the data. This final research report has a flexible structure or framework Creswell, (2012). This research employs an inductive approach, as outlined by Creswell, to interpret resilience within the narratives, focusing on individual meaning and complex societal challenges faced by female characters.

This research uses a novel *Lebih Senyap Dari Bisikan* by Andina Dwifatma and novels Kim Ji-Yeong, Born 1982 karya Cho Nam-Joo. The data source here is very important because with the data source the researcher can obtain answers to the research focus explained in chapter I. Novel *Lebih Senyap Dari Bisikan* Andina Dwifatma's work was published by PT. Gramedia Pustaka Utama 2021 with a thickness of 155 pages. Novel Kim Ji Young, Born 1982 Cho Nam-Joo's work was published by Minumsa in 2016 with a thickness of 192 pages. The data in this research is in the form of text units and sentences related to the research focus in the novel *Lebih Senyap Dari Bisikan* works by Andina Dwifatma and novels Kim Ji Young, Born 1982 by Cho Nam-Joo. The data in question is directly related to the description of women's resilience with explanations related to feminism, resilience and comparative literature. Supporting data for this research is in the form of reference books related to the research object.

FINDINGS AND DISCUSSION

1. Women's resilience at work in the novel *Lebih Senyap Dari Bisikan* by Andina Dwifatma

A. Women's resilience as working wives helps the family economy

Women are the main characters in the novel *Lebih Senyap Dari Bisikan* by Andina Dwifatma. The female character here is depicted as a woman who had a permanent job before having children. The established female characters are Amara and Mami Amara. They are both hardworking women who help the family financially. Even though they failed several times at work, they never gave up. Women's resilience as working wives helps the family economy. The female character who works to help meet the family's needs is Amara. Amara is a career woman who works in a private company. Apart from being a career woman, Amara is also a housewife. Before becoming pregnant and giving birth, Amara spent most of her time working. However, for the past year Amara has only taken part-time work at a translation agency. The reason Amara took a part-time job was because she wanted to focus on her pregnancy program. Like the quote below.

"For the past year I have been working part-time at a translation agency. The salary is per word, I can work from home, and only need to go to the office for coordination once a month." (LSDB/1/01) (Dwifatma, 2021:34).

The data above clearly illustrates women's efforts to achieve independence in their lives. By working part-time as a translator, Amara not only earns additional

income, but also builds flexibility in her work. The ability to work from home and manage your own time is a real form of independence. Apart from that, this data also implies that independence is not only about finances, but also autonomy in managing life. Part-time work as a translator provides several benefits that encourage independence. This shows that working part-time as a translator can be a means of achieving independence. Independence is not just having a permanent job or a high position, but also the ability to create working conditions that suit individual needs and goals. Amara's seriousness in work is proven in the following sentence.

"I sent a message to Ekowi, asking him to start allocating work again for me. I've been allowed not to work on translations for two weeks because I'm so sick." (LSDB/1/02) (Dwifatma, 2021:35).

The data above is a picture of a woman who struggles to balance the demands of her job with her poor health condition. Even though she felt nauseous due to her pregnancy, Amara still took the initiative to contact Ekowi to ask for a work reschedule. This proactive action in facing conflict proves that, even though she is not fit, Amara is still aware of her responsibilities and tries to remain productive. The initiative to communicate openly with superiors also shows a high level of professionalism.

On the other hand, the data also shows that initiative does not necessarily mean working hard under any conditions, but rather the ability to take appropriate and responsible action according to the situation. In this context, Amara realized that even though she was sick, good communication with her superiors was an important step to maintain professional relationships and ensure the smooth running of work. His actions not only helped him overcome current challenges, but also strengthened his ability to face future challenges. Although at first Amara's boss seemed hesitant to give her a job because her condition was still not healthy enough. However, Amara managed to convince her boss that she could return to work. After giving birth, Amara no longer took part-time work, because she wanted to focus on caring for her baby. However, as time went by Amara realized that the needs of life were increasing. He believes that living in a household with just one income is certainly not enough to meet his needs. Amara took the initiative to return to work to help her husband meet household needs. As in the quote below.

"In between pumping times, I had the energy to think about other things, including going back to work. Living on just one income, with three installments, Yani's salary, and the needs of a baby, overwhelmed us. I started tidying up my LinkedIn page and sending applications to many companies. Two months almost passed without an answer and that's when Saliman came along." (LSDB/1/04) (Dwifatma, 2021:77).

The data above clearly illustrates how a woman is able to turn difficult situations into opportunities for growth and development. In difficult situations, where the burden of life is so heavy, Amara shows extraordinary resilience. Instead of giving up

or getting down, he actually took the initiative to find a solution. Taking advantage of his free time, he is actively looking for new opportunities via LinkedIn. This proactive action reflects strong self-efficacy, namely the belief that he is able to overcome challenges and achieve his goals. Even though he did not get the expected results in a short time, his enthusiasm did not fade. This tenacity further strengthens his tough character.

His ability to bounce back after facing various obstacles shows extraordinary mental strength. The initiatives he took, such as updating his LinkedIn profile and submitting applications, were clear evidence of high self-efficacy. This is an inspiration for us not to give up easily in the face of difficulties, but to continue trying to find solutions and develop our potential. Amara's story reflects the stories of many working women around the world. Often, they have to face discrimination, heavier workloads, and demands to be perfect in everything. However, they also demonstrate strength, resilience and the ability to overcome extraordinary challenges.

B. Women's resilience as single mothers who work to support the family economy

Amara's mother is a single mother because Amara's father died of heart disease when Amara was only four years old. During her time as a single mother, Mami tried to fulfill all her family's needs. Mami tries to give the best for Amara. Mami works as a banker. This is what makes Amara amazed by her mother's hard work, even though she lives alone with Amara, her mother is able to make Amara happy.

"Since Papa died of a heart attack when I was four years old, Mami and I have always had each other. Mami worked hard to support me and I paid for it by following the life path that Mami had planned. I entered my favorite high school even though my grades were mediocre." (LSDB/1/05) (Dwifatma, 2021:43).

The data above paints a strong story of resilience. Losing a father figure early on is a difficult ordeal for anyone, but Amara in this quote is able to get up and face life with enthusiasm. A close bond with the mother is a source of strength to survive. His ability to adapt in difficult situations, such as having to fight alone with his mother and meet her mother's expectations, shows a high level of resilience. An optimistic attitude is reflected in the character's decision to continue fighting and achieving the goals set by his mother, even though he is aware that his academic grades are not very outstanding. The strong relationship with his mother is also a clear example of how relationships with other people, especially family, can be an important factor in building resilience and optimism.

In addition, the data quote highlights the importance of resilience, interpersonal relationships, and an optimistic attitude in facing life's challenges. With the support of those closest to you and a positive attitude, someone can rise from adversity and achieve success. Amara's story inspires us to value relationships with the people we love, because they can be a source of strength and motivation in living life. In addition,

this quote shows that success is not always determined by external factors such as academic grades, but also by a strong will and an unyielding spirit.

"This situation reminds me of Mami, who single-handedly looked after me while working as a banker." (LSDB/1/06)(Dwifatma, 2021:64).

The data above provides a powerful picture of women's resilience, self-morality and extraordinary empathy. Mrs. Amara, with all her limitations, was able to survive and grow in a challenging situation. Mrs. Amara's resilience is not just the ability to survive, but also the ability to grow and develop in difficult conditions. Her sacrifice for the sake of her child reflects high morality, putting the interests of others before her own. On the other hand, harsh life experiences actually sharpened Mrs. Amara's empathy, making her understand the difficulties and struggles of other people. Thus, this is a reflection that resilience, morality and empathy are three pillars that are interrelated and can grow over time, especially in facing life's challenges. Through Mrs. Amara's story, she invites women to realize that every woman has the potential to become a strong, moral and empathetic figure. Life's challenges, no matter how bitter, can actually be a trigger to develop these three traits.

2. Resilience of working women in the novel *Kim Ji-Yeong, Born 1982* karya Cho Nam-Joo

A. Women's resilience as working wives helps the family economy economic survival and empowerment

The female character who also struggles to work to meet the family's economic needs is Mrs. Kim Ji-yeong and Kim Ji-yeong. Kim Ji-yeong's mother works to help her husband meet household needs, because Kim Ji-yeong's father carries a large family burden. Meanwhile, Kim Ji-yeong married a man named Jeong Dae-hyeon. Kim Ji-yeong married Jeong Dae-hyeon not long after the official meeting of the two families. Jeong Dae-hyeon is a simple man who works at an IT company, while before his daughter was born Kim Ji-yeong previously worked at a small-scale public relations agency.

"Daehyun worked at a mid-sized IT company, and Jiyoung used to work at a small marketing agency, which she left a few weeks before her due date."
(KJY/1/09) (Nam-Joo, 2020: 1).

The data above shows that Dae-hyeon and Kim Ji-yeong's work provides an overview of the dynamics of professional life which often demands adaptation and flexibility. Apart from that, women also have an active role in the family economy. Kim Ji-yeong had a professional career in public relations before becoming a mother. This indicates that Kim Ji-yeong is an independent woman and has career ambitions. Apart from being a career woman, Kim Ji-yeong also plays the role of a wife who supports her family's life. Kim Ji-yeong's decision to work before having children shows that she is a strong woman and has high self-confidence. She does not limit

herself to the traditional role of a housewife. By working, Kim Ji-yeong makes a significant contribution to the family economy. This not only helps meet daily needs, but can also improve the family's overall quality of life.

Kim Ji-yeong is not much different from her mother, who often helps her husband fulfill household needs. If Kim Ji-yeong works at a public relations agency to help her husband. Meanwhile, Kim Ji-yeong's mother does not have a permanent job. Kim Ji-yeong's mother just worked as best she could. This indicates that a person's relationship with other people also plays an important role. Support from family, friends, or coworkers can be a source of strength for someone to rebuild self-confidence and overcome difficulties. The sense of optimism possessed by both individuals makes them able to look to the future with full hope and continue to try to achieve their goals, even though they face obstacles. Their resilience may be formed from past experiences, such as overcoming failure or facing severe stress. This is stated in the quote below.

"Mother did not commute to work as Dad did, but always did odd jobs that allowed her to earn money while doing all the housework alone and looking after three children and an elderly mother-in-law. This was common among mothers in the neighborhood who were more or less in the same situation. There was an explosion in jobs created for housewives, all under the label of ajumma, or middle-aged married woman: ajumma insurance, ajumma milk and Yakult, ajumma cosmetics and so on." (KJY/1/10) (Nam-Joo, 2020: 10).

The data above clearly explains the figure of an extraordinarily strong housewife. Her ability to balance multiple roles at once, from taking care of her family to earning additional income, reflects a high level of resilience. Despite limited time and resources, he showed extraordinary initiative by seeking part-time work. His choice to sell insurance policies, Yakult and cosmetics also shows creativity in seeking economic opportunities. All of these actions show strong independence, where he does not only depend on one source of income, but also actively seeks solutions to improve family welfare. Through this data, it can be seen how the concepts of resilience, independence, initiative and creativity are interrelated in everyday life. Apart from that, the data also highlights the importance of social support for housewives. With the support of family, community and government, housewives can more easily develop their potential and contribute to the welfare of their families and society. As in the quote below:

"With three children to care for, Mom chose odd jobs that she could do from home. Sewing, assembling cardboard boxes, folding envelopes, peeling garlic, and rolling weather strips were just a few of the many jobs available." (KJY/1/11) (Nam-Joo, 2020: 10-11).

The data above clearly shows the figure of a mother who works part time from home to raise her three children, reflecting a strong portrait of women's resilience, independence and initiative. In the midst of limited time and resources, the mother

showed extraordinary tenacity in facing the family's economic challenges. He does not just passively accept the situation, but proactively looks for solutions by utilizing all his abilities. Every task he carries out is a form of independence and initiative to provide the best for his family. His ability to adapt to various types of work and remain optimistic in the midst of difficulties is clear proof of his resilience. Through concrete actions, he shows that success is not always determined by social status or material wealth, but rather by an unyielding spirit and a willingness to continue learning and developing. This quote also inspires us to appreciate every effort and sacrifice made by the people around us, especially mothers who fight hard for their families.

B. Women's resilience as older sisters who work to help the family economically

Kim Ji-yeong is the second of three children. Kim Ji-yeong has one older sister and one younger brother. Since her younger brother was born, Kim Ji-yeong and her older sister were treated differently by their father and grandmother. This can be seen when the younger sibling is given milk to drink, while he and the older sibling are not. The differences between the two older brothers and their younger brother are not unique to Kim Ji-yeong. In the past, Kim Ji-yeong's mother also felt the same way as Kim Ji-yeong. In the past, her mother even had to work to support her older brother. The quote is as below.

"The heat from the textile machines was enough to drive a person crazy, and rolling up their uniform skirts, which were short to begin with, didn't help—sweat dripped from their elbows and thighs. Many had respiratory problems from the clouds of dust that sometimes obscured their vision. The measly wages from working day and night, taking caffeine pills, and being jaundiced were used to send his brothers to school." (KJY/1/16) (Nam-Joo, 2020: 13).

The data above depicts extremely harsh and inhumane working conditions in textile factories. Women workers, despite working in tiring conditions and endangering their health, still have to struggle to support their families. They are willing to sacrifice personal comfort and health to provide education for their siblings. This attitude reflects a high value of independence, where they try as much as possible to improve the fate of their family without being completely dependent on other people. On the other hand, their actions in prioritizing their siblings' education shows the value of strong human relationships, where they are willing to make sacrifices for the benefit of others, especially family. Apart from that, this data also highlights the paradoxes that often occur in the context of poverty and social injustice. On the one hand, we see the emergence of noble values such as independence and concern for others. However, on the other hand, poor and exploitative working conditions actually hinder the achievement of prosperity and a decent quality of life. This condition shows that independence and social awareness do not always grow in ideal conditions. Sometimes, these values actually emerge as a response to difficult and challenging situations.

In other words, the data quote can be interpreted as a criticism of an unfair social system, where most of the workload and sacrifices are borne by certain groups, in this case female factory workers. This condition reflects the gender gap which is still a serious problem today. Apart from that, this data quote also highlights the importance of education as a way out of poverty and injustice. However, access to quality education is often limited to certain groups of people, especially those from weak socio-economic backgrounds.

"Oh Misook was proud of her honorable, hardworking, and intelligent older brothers, and she felt that it was beneficial to support them. When her older brothers, whom she was so proud of, she often bragged about them to their friends at the factory, started earning a living, they sent their youngest to school." (KJY/1/17) (Nam-Joo, 2020: 13).

The data above depicts the figure of Misook (Mrs. Kim Ji-yeong) who is proud of her sister and feels that her hard work is very valuable, actually reflects the dynamics of complex family relationships. On the one hand, an older sibling's sense of pride towards his older sibling is normal. However, in this context, this pride seems to be more focused on the achievements of boys only. This highlights social values that still prioritize men's success, but ignore the contributions and struggles of women. On the other hand, the actions of an older sibling who succeeds in helping his younger sibling show a sense of empathy and solidarity between others. However, this action can also be seen as a manifestation of a patriarchal system that places men as the support of the family, while women are often marginalized.

Thus, the data quotation above can influence readers to reflect on how social and cultural values can influence human relationships. In the context of Kim Ji-yeong's family, we see how different hopes and expectations for boys and girls can create injustice. Kim Ji-yeong's mother, even though she works hard, is still shackled by norms that prioritize boys' success. Meanwhile, the successful brother, despite showing empathy, is also trapped in prescribed gender roles. This quote serves as a mirror for us to reflect on what values we consider important in a relationship, and how we can build a more equal and respectful relationship.

"I had to work to send my brother to school. That's how it was with everyone. All women lived like that back then." (KJY/1/18) (Nam-Joo, 2020: 14).

The data above implies the great sacrifices made by the sisters for the benefit of their families. The moral values underlying his actions are devotion, responsibility and sincere compassion. Even though it was hard, the brothers at that time were willing to work hard to ensure the future of their younger siblings, especially their brothers. On the other hand, this data quote also highlights the social conditions at that time which placed women at a disadvantage. The lack of empathy for women who work hard, as well as the view that women are only obliged to serve their families, is a clear picture of gender disparities in the past. The existence of social norms that place women as caregivers and primary sacrifices often ignores their potential and aspirations. By

quoting these data, we are invited to reflect on the values we hold and how these values shape social relationships, especially between men and women. Furthermore, the data quote invites us to build a more just and inclusive society, where every individual has the same opportunity to achieve their best potential.

The emergence of fundamental economic problems is a factor in women starting to look for work in the public sector. Apart from that, there is also a gap between resources and human needs. Therefore, it is necessary to choose options in using these resources in order to obtain efficient results. This is what women do to meet the daily needs of their families. Below is a table that briefly explains the resilience of women in the world of work in the novel *Lebih Senyap Dari Bisikan* by Andina Dwifatma and Kim Ji-Yeong's novel, *Born 1982* by Cho Nam-Joo.

Comparative Results of Women's Resilience at Work in the Novel *Lebih Senyap Dari Bisikan* by Andina Dwifatma and the Novel *Kim Ji-Yeong, Born 1982* by Cho Nam-Joo

No.	Novel Title	Resilience Character	Resilience Factor	Existence of Comparison	
				Equality	Difference
1.	<i>Lebih Senyap Dari Bisikan</i>	Independence, Initiative, Relationships, and Morality	Self-efficacy, Optimism, Empathy, Emotional regulation, Self-control.	There are similarities in character and factors that influence women's resilience. This is proven by the existence of dual roles in women's lives, namely women who work in the public sector because of the family's economic demands.	There are cultural differences. At a young age, Indonesian women can still experience school and even go to college. At that time, the position of women and men was gradually becoming equal.
2.	<i>Kim Ji-Yeong, Born 1982</i>	Independence, Relationships, Initiative, Creativity, and Morality	Optimistic, <i>Reaching out</i> , and Empathy		There are cultural differences. At that time, South Korean women at the age of 15 were asked to work to help support the family economy and pay for their brothers' school fees. So the position between men and women at that time was still not equal.

CONCLUSION

The contents of the conclusions are the answers to the research objectives and not a summary of the results of the study. Conclusions are concise, clear, and compact. Conclusions are made in the form of paragraphs (not numerical), and further highlight new things that contribute to the development of the science of psychology, their implications in life take precedence. Suggestions should not be written at conclusions. Female resistance in the novel *Lebih Senyap Dari Bisikan* by Andina Dwifatma and novels Kim Ji-Yeong, Born 1982 by Cho Nam-Joo tells about the strength of women in various ways. Therefore, these two novels are studied using liberal feminist theory and comparative literary theory. Women's resilience must be explored to understand the meaning of the feminist movement.

Forms of female resistance are found in the novel *Lebih Senyap Dari Bisikan* by Andina Dwifatma and novels Kim Ji-Yeong, Born 1982 karya Cho Nam-Joo. Novel *Lebih Senyap Dari Bisikan* Andina Dwifatma's work tells the life of a husband and wife, Amara as the wife also works in a private company in Jakarta and then works part time as a translator to meet the family's needs. Meanwhile the novel Kim Ji-Yeong, Born 1982 by Cho Nam-Joo tells the story of a woman named Kim Ji-yeong who works at a public relations agency and a woman named Oh Mi-sook (Kim Ji-yeong's mother) who when she was young worked in a textile factory to help her parents finance their family's living expenses. The female characters in both novels have good self-resilience. The form of resilience in the two novels is different because it is influenced by different cultural backgrounds. In Novels *Lebih Senyap Dari Bisikan* According to Andina Dwifatma, Indonesian women can still experience school and even college at a young age. At that time, the position of women and men gradually became equal. Meanwhile in the Novel Kim Ji-Yeong, Born 1982 by Cho Nam-Joo, South Korean woman when she was 15 years old was asked to work to help support her family's economy and pay for her brother's school fees. So the position of men and women at that time was still not equal. Based on the discussion in the previous chapter, it was found that;

1. The resilience of women who are trying to recover from gender oppression and discrimination occurs in Indonesia and South Korea, because various factors, including social stigma, lack of understanding, and ineffective policies.
2. Perpetrators of gender discrimination are not only men but also parents.
3. There is a female resistance to rise from the pressure due to gender discrimination against women in both novels.
4. A form of women's resilience and struggle is when women rise up from pressure in everything such as the household, work and freedom of opinion.
5. Women's resilience exists because women want to rise above pressure and want to eliminate the doctrine that women are no better than men.
6. Women's resilience will become increasingly difficult when women become wives and mothers because women will have double roles and workloads.

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