



Society's Perspective on Career Women

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Abstract

The increase in education also has an impact on the condition of women today, who are no longer dominant in their domestic corner. However, they have expanded into the job market. One of them works as a lecturer. The purpose of this study is to explain the community's view of women who work as lecturers. This research method uses a qualitative approach with data collection techniques in the form of observation, interviews, and documentation. This research was conducted at Cut Nyak Dhien University of Science. The research subjects were three (3) lecturers at Cut Nyak Dhien University of Science. The results showed that the community's perception of the lecturer profession is very positive, especially since the community has its own pride in women who choose to become teachers. Because according to the community, the job of educating is a very noble profession.

Keywords: Career, Community, Lecturers, and Women.

Abstract

Peningkatan pendidikan juga berdampak pada kondisi perempuan-perempuan saat ini, yang tidak lagi dominan pada sudut domestiknya. Namun merambah pada pasar kerja. Salah satunya berprofesi sebagai dosen. Tujuan penelitian ini untuk menjelaskan pandangan masyarakat terhadap perempuan yang berprofesi sebagai dosen. Metode penelitian ini menggunakan pendekatan kualitatif dengan teknik pengumpul data berupa observasi, wawancara, dan dokumentasi. Penelitian ini dilakukan di Universitas Sains Cut Nyak Dhien. Subjek penelitian adalah tiga (3) orang dosen di Universitas Sains Cut Nyak Dhien. Hasil penelitian menunjukkan bahwa persepsi masyarakat terhadap profesi dosen sangat positif, terlebih masyarakat memiliki kebanggaan tersendiri terhadap wanita-wanita yang memilih menjadi pengajar. Sebab menurut masyarakat, pekerjaan mendidik adalah profesi yang sangat mulia.

Kata Kunci: Dosen, Karir, Masyarakat, dan Perempuan.

A. Introduction

In the past decade, more and more women have chosen to pursue careers. This is supported by the level of education, social changes in society as well as technological advances (Basri, Sari, Nazar, & Son, 2022). This then became one of the issues of gender equality. Women can choose to take part in public spaces, not only because they are forced to support their family economy but also to actualize their potential optimally.

Women have certain public spaces within the community. Women are also able to become leaders in a community. In terms of leadership, women

already have special acceptance in society. In the family environment, women are able to hold two roles at once, namely being housewives and some even becoming heads of households (Status of Women in the Community, 2020).

In relation to the times, society now needs the role of women in all aspects, such as education, socio-economy, law, politics, and others. This is also influenced by the demands of nations on behalf of the global community that the progress of a nation is determined by how the nation cares and provides broad access for women to act in the public sphere (Ahdiah, 2013).

A number of reasons behind women choosing to move (work) include economic factors, competencies possessed and the need to actualize themselves (Linandar, 2009). The increasing involvement of women in the world of work is realized by many organizations by providing opportunities for women workers in developing careers more broadly as a form of organizational commitment (Soepatini., 2008). This is evidenced by the phenomenon seen by most women entering the workforce. Necessity became motivation for his career.

But by working, women are also faced with inevitable consequences, including obstacles and impacts in career. The importance of exploring phenomena related to women's careers includes motivation, cultural influences, religious values in shaping the mindset of women in careers, hence the success of career women (Astuti, 2014).

The plunge of women in the career world has a lot of influence on all aspects of life, both personal and family life, as well as the lives of the surrounding community in terms of economic, psychological, social and development (Afifah, I., & Sopiany, 2017). The factors that cause women to have a career are not only caused by economic factors, but also individual factors caused by the desire to develop themselves and play a role in society. Family and work conflicts that cannot be controlled will potentially hinder the success of career women in their roles as mothers and in their roles, roles in work or in both (Ermawati, 2016).

Like the current career of female lecturers, women can choose jobs that are in accordance with their skills or passions of interest. Therefore, it is not

uncommon to find many women who are already highly educated. When compared to the previous two decades, most women take part in the domestic field. With the issue of gender equality, anyone can be highly educated regardless of gender. So, those human resources have increased from what used to be in charge of earning a living only a husband/man, but now women have the same opportunity, not only that woman can also become dreamers such as Dewan Perwakilan Rakyat (DPR), Mayor, Regent, and others.

The career of female lecturers has also been in great demand, because this profession raises the dignity and dignity of a woman, many people admire the career of a lecturer. Universitas Sains Cut Nyak Dhien Langsa, has almost 70% female lecturers. Some of them also have academic roles as lecturers, but also have additional duties as Rector, Vice Rector, Head of Bureau, Head of LPPM, Head of LPM, and Head of Study Program.

The social role of women in Islam is not the same as the concept of *women liberation* or feminist movements that have sprung up in the West. The demands of this movement are so extreme that they deprive women of their identity. They unconsciously enter into various personality dilemmas, when pursuing a career outside the home is exactly the same as men. One of the big problems faced is the neglect of household affairs. The adverse effects can affect children as well as their husbands, the estuary is the collapse of the institution of the family. (S, 2015). Therefore, it is interesting to explore, the work of women (lecturers) at the Universitas Sains Cut Nyak Dhien Langsa seen from the eyes of Acehnese people who are identical to Islam.

B. Method

The study used qualitative research methods (Lexy J. Moleong, 2019). Qualitative research aims to explain in detail about social phenomena (Sugiyono, 2022). However, if the conclusions put forward at the initial stage are supported by valid evidence, then the conclusions put forward are credible conclusions (Bagong Suyanto & Suyanti, 2005). Qualitative analysis tends to use an inductive logic approach, and boils down to general conclusions (Bungin, 2013). As explained by Tutdin (2021), the data is analyzed and

described based on the facts of research in the field (Tutdin & Thahura, 2021). Researchers took the research location in Langsa City as a municipality (Hanim et al., 2022)

The techniques used in data collection begin with collecting relevant references (Jannah, 2020). Second, data collection techniques using observation techniques (Semiawan, 2010). Third, interview and documentation, (Yusuf, 2014). The respondents of the study were three (3) people. The data analysis technique (Rijali, 2018).

C. Result and Discussion

1. Result

Langsa City is a small town located in Nangroe Aceh Darusslam. Langsa City has the status of an Administrative City in accordance with Government Regulation Number 64 of 1991 concerning the Establishment of Langsa Administrative City. Langsa Administrative City was elevated to Langsa City status based on Law Number 3 dated June 21, 2001. In this city there are 3 major universities, namely Universitas Samudra Langsa, Institut Agama Islam Negeri Langsa, and Universitas Cut Nyak Dhien Langsa.

The research location point is at the Universitas Cut Nyak Dhien. Universitas Cut Nyak Dhien was established on October 17, 2014. Universitas Sains Cut Nyak Dhien currently has five (5) Faculties, namely the Faculty of Teacher Training and Education (FKIP), Faculty of Health (FIK), Faculty of Engineering (FT), Faculty of Agriculture (FP), and Faculty of Law (FH).

The results of a search conducted on three respondents provided information about the three hal as follows:

a) Length of service

The average tenure of female lecturers at US-CND Langsa has been more than 10 years. Since STIKES status until it became a University. One of them is the Dean of FKIP Ibu YS and Ibu IH. Deputy Rector I, Mrs. MF added that, as much as possible, women are not only limited to campus, but penetrate other public spaces, such as being members of parties or councils, according to her, good and bad Nations are defined by women.

b) Appreciation from the community

The lecturer profession also has its own place in the hearts of the community. The lecturer profession is one of the professions glorified by the Langsa community. This can be seen from the acceptance or respect received and felt by female lecturers. A career as a lecturer or teacher is the right career for women, because the opportunity to divide time with family becomes greater and freer when compared to other professions. By becoming lecturers as well, women can give advice to students in terms of ethics, manners, and so on. So that at least it can control the attitudes and behavior of students as part of society.

c) Employment conflicts

One thing is commonplace, that in work, will certainly find problems or conflicts arise between workers. The same is felt by the lecturer profession at US-CND Langsa. However, this conflict is only limited to the work area. For household problems as much as possible is not brought into the working area.

d) Gender injustice

Sometimes this gender injustice problem is also felt by female lecturers at US-CND, there is still an assumption or stigma that women are less assertive in making decisions or making policies.

2. Discussion

Self-actualization of female lecturers as a form of self-development of their potential who has S2 education and is able to develop her career as a lecturer by having a lecturer rank and certification. Actualization of female lecturers is also chosen as a promising career in the future and has a recognized status in society (Mardatillah, 2021). This is supported by data showing that almost 50% of Acehnese women academics occupy positions as first-level managers, 35% as middle-level managers, and 15% have the opportunity to become top managers (Basri, Sari, Nazar, & Son, 2022).

The conflict experienced by female lecturers over their dual roles is more caused by differences in education and income levels, lack of support

from spouses and involvement from third parties. But there are also some female lecturers who say they have not experienced problems or conflicts over these dual roles. This is because of the long marriage age, grown children and mutual understanding from each spouse.

The dual roles of female lecturers at UNTIRTA include the role of domestic, namely as wife and mother, and the role of public, the role of social and financial. This dual role has the potential to lead to negative work attitudes and motivations. The presence of external factor such as family parties outside the nuclear family and helpers can support the success of this dual role (Setyorini, n.d.).

That there are still many forms of gender inequality in women's work that still hinder her in her career. And career women who pursue *more passion* in work look happier in life. Also, informal sector workers who use social media as a medium for work are found to have higher incomes than formal workers (Ardiyanto, 2021).

Buya Hamka's comments on the role of women in education include: first, women have the basis to become effective leaders. Second, women who work outside the home and receive money earn income from their labor. The third, the act or arrangement or management of the dwelling and its inhabitants and what is in it to achieve glory. Fourth, there is no clearer indication of the importance of filial piety and doing good to both parents. Fifth, women are guaranteed their rights with women guaranteed their rights with women an inheritance. And this is relevant to the right of every woman to be free to get a free education. Sixth, women also have the right to reject or accept prospective husbands if they are not in accordance with their wishes (Abdullah et al., 2021).

Islam affirms that women are created differently from men. This difference is not only seen in terms of physique and ability in power. However, men have greater obligations than women in terms of earning a living and providing for the household. While women have no command for them to be obliged to earn a living, in this case women must be provided for by men (Tribuana, 2023). Allah Almighty has also said in surah az-Zumar: 9, namely

أَمَّنْ هُوَ قَبِيتُ عَائَاءَ اللَّيْلِ سَاجِدًا وَقَائِمًا يَحْذَرُ آلَاءَ آخِرَةٍ وَيَرْجُوا رَحْمَةَ رَبِّهِ ۖ قُلْ هَلْ يَسْتَوِي الَّذِينَ يَعْلَمُونَ
وَالَّذِينَ لَا يَعْلَمُونَ ۚ إِنَّمَا يَتَذَكَّرُ أُولُوا الْأَلْبَابِ

Meaning:

(Are you, O luckier polytheist) or one who worships at night by bowing down and standing, while he fears the Hereafter and expects the mercy of his Lord? Say: "Do those who know have the same as those who don't?" Indeed, it is the intelligent person who can receive the lesson.

Allah Almighty also promises to elevate the degree of believers and knowledge to several degrees, this is confirmed in surah al-Mujadilah: 11. In surah an-Nisa': 34, it is explained perproblem for a wife who also seeks additional income by working outside the home. The wife's busy work outside the home can shirk her responsibility in protecting the welfare of the household in bringing her children to prosperity into the future. In Islam, it is very clear about the responsibility of the household, which is on the shoulders of the husband to provide for the children and wife (Naila, 2018).

D. Conclusion

The conclusion of this study explains that women who have the status of lecturers in the view of the community in Langsa can be seen as very glorified because lecturers can be role models. However, women are also inseparable from domestic work in the household, as much as possible female lecturers must be able to divide their time between public and domestic spaces. Next carier women as lecturers is one of the professions that is very suitable for women, because lecturers can replace mothers at home, so in between teaching, lecturers can give advice to students such as maintaining manners and others.

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