



Women Empowerment in Talent Group Interest Activities at Satya Wacana Christian University

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Abstract

This research aims to obtain an overview of gender equality in the Talent Group Interest (KBM) activities at Satya Wacana Christian University. This research used a qualitative method, where each data is taken from the observation and interviews with the research subject consisting of the Chairman and members of the KBM existing in the University and the validity technique of data using the triangulation of the source and method. The results found in this study were that gender equality and the opportunities that women had in occupying certain positions existed in each KBM were the same and there was no distinction between women and men, especially in terms of leadership. It is explained that anyone can occupy a specific position with conditions and criteria that have been determined and must be able to be accountable to the KBM. It proves that men and women have the same rights to continue to arise and strive for the sake of the KBM. Besides some of the advantages of the KBM if led by women have the opportunity to be more advanced, because women are seen more thoroughly and more attention to detail matters. The weakness that can arise when it is not possible to decline when women are difficult in determining decisions and need support from other members of both men and women to find the solutions.

Keywords: Talent Group interest (KBM), Gender equality, women.

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INTRODUCTION

Gender has been extensively studied, researched, and discussed in various regions, especially in the West. However, research on this gender will not cease due to the dynamics occurring in social life. Gender distribution into male and female groups of roles and capacities for reproduction seems to be the most fundamental and irreversible thing of human social life (Ceglie, 2018). Gender refers to properties related to masculinity and femininity, including more passionate interests, careers, appearances, behaviors (Schwarz, 2017). Most people judge that males should look masculine (more mature) while women should be feminine. Masculine male is demonstrated by bold, strong, resilient, unyielding, selfish, and rational thinking. If these traits are not owned by some males, then it will be regarded as a transvestite. While the femininity of a woman is indicated by a soft, humble, graceful, fond, motherly, weak, and able to understand the condition of others. When these positive traits are not owned by women, it is said to be an unattractive woman (Astiyanto, 2006).

Gender differences that give self and parenting characteristics do not provide a specific understanding of the relevant gender phenomenon, despite the important role that men and women have been assigned by several theories (A. H. & Wood, 2017). For example, the nurture theory (Sasongko, 2009) in which this theory describes the differences between women and men is the result of social and cultural construction, resulting in different roles and assignments. The difference is that women are always left behind and neglected in their roles and contributions in family life, society, nationality, and state. Social construction puts women and men in class differences. Men are identified with the bourgeoisie, and women as proletarian classes. The difference that then becomes the root of other differences growth, resulting in the phenomenon of gender

inequality (Gailea & Mulyana, 2020). Gender inequality is an understanding or belief formed in a city where men and women are victims of the system. This provides barriers to women to climb higher classes. Women can see the above opportunities but cannot achieve them. According to Burke (Nurhadi & Haris, 2019), glass ceiling is a barrier that limits the career continuation of women reaching a higher position. In reaching the position as if there is an invisible obstacle.

In addition, the nature theory (Sasongko, 2009) explains the distinction between men and women is the nature, so it must be accepted. These biological differences give indications and implications that both genders have different roles and assignments. Some roles and tasks are interchangeable, but some can not because they are different in their natural nature. In its development process, it is realized that there are some weaknesses nurture concept that is felt not to create peace and harmony in family life and community, namely the occurrence of gender injustice, then switch to nature theory. The aggregate gender inequality in many lives is more experienced by women, but gender justice has an impact on men. The division of roles, in this case, can be seen from leadership. Men's involvement in leadership in the world is more than just women's involvement in leadership. Also, men's leadership is better than women's leadership (Emmerik et al., 2010). Because of discrimination, socialization, and bad deeds in the workplace seem to contribute to the reluctance of women to aspire to be leaders, practical solutions should begin there (Sánchez & Lehnert., 2019).

Besides the two currents there is a compromise of the equilibrium (Sasongko, 2009) which emphasizes on the concept of partnership and harmony in the relationship between women and men. This view does not relate to women and men, because both must cooperate in partnership and harmony in family life,

society, nation and state. To achieve that idea, in every policy and development strategy to account for the interests and roles of women and men in a balanced environment.

Equilibrium gives women the opportunity in which women have the potential to encourage community development. Since the emergence of the movement of women, women have made great strides towards equal opportunities in various ways. The reality of human resources Especially women in Indonesia is still low. This resulted in women becoming more and more left behind, thus raising the difference in gender itself. Gender differences will not be an issue as long as it does not give birth to gender inequality, but the problem turns out gender difference has given rise to injustice, both for men and especially against women. Gender inequality is a huge loss of human potential for both women and men. Speaking of gender inequality, we tend to focus on women and their problems. However, gender inequality has also been a problem for men (Danylova1 & Kats, 2019). Gender injustice is also caused by the attitude of gender bias based on the knowledge of people who have an unfair tendency to gender. The culture of existing social cultures puts women in the second class, more women are dominated by men.

The culture of Patriarkhi hegemony places men as leaders in family, organization, and politics, so that the participation of women in decision making is relatively low. Lack of opportunities that women have to participate in decision making and even become leaders in organizations make women passive and difficult to develop. Therefore, this research aims to obtain an overview of gender equality that is not only in terms of number, even also seen from the similarities in the opportunity to become a leader in the interest Talent Group (KBM) at Satya Wacana Christian University

(SWCU). KBM located in the campus environment of SWCU where there are 7 areas that accommodate approximately 40 branches of talent Group Interest (KBM) in the university including the areas of reasoning, sports, art, environment, personality development, journalistic, and reportage and spirituality.

RESEARCH METHODS

Research methods in this study is qualitative, the process of data collection was conducted through interviews and observations as primary data to representatives of KBM of nature lover (Mapala), KBM of dance, Student Senate FKIP, KBM Volley, KBM Pencak Silat Putih, KBM Robotic Research Center, KBM Debating Forum and KBM Karawitan. Secondary data is obtained by researchers through library studies, where researchers take references from books, journals, internet, and related libraries. The data analysis techniques used in this study are using SWOT analysis techniques with a qualitative approach, consisting of Strength, Weakness, Opportunities and Threats (Knierim & Nowicki, 2010).

RESULTS AND DISCUSSION

From the results of research conducted, there are still KBM in the SWCU that have never been led by women, for example the KBM Robotic. It does not have any special reason because of the fact that this KBM considers men and women to have equal rights to advance the university. The Robotic interest Talent Group treats all members or managers regardless of Gender. Any female or male member selected to acquire the Robotic interest group leadership in accordance with interest and without compulsion as long as the needs of all members are fulfilled. But according to them, this Robotic KBM is very fast to be led by women during the next period and must meet some criteria such as having a lead character that has the

characteristics of serving and competent and capable of advancing together with the group's talent interest Robotic by maximizing the name of the SWCU campus in the future, but if a female is a leader, she has more limited time to focus on KBM.

KBM Mapala Branch of FKIP also said that Mapala has never been led by women. This is not because Mapala is identical to adventure activities, but because it is still young Mapala This branch is the new 1 period. For the next period does not close the possibility to be led by women because other Mapala KBM such as the faculty of IT and the faculty of FEB led by women. Each individual has essentially the same opportunity as long as it meets several conditions where one of them graduated Diksar (primary education) and has been following a period of KBM so that when he became a leader understand the regulations in the KBM Mapala and understand the action to be done to advance the KBM Mapala. The position of leadership not only must be the Chairman or vice-chairman, but several strategic positions in the leadership can be filled such as secretaries, treasurer even the chairman in the section/other divisions.

The next KBM is the White Pigeon Pencak Silat KBM at Satya Wacana Christian University. White Pigeon Pencak Silat KBM has not been in the presiding by women. This is because the White Pigeon Pencak Silat KBM was vacuum after it formed in 1986 and back on in 2016. As for the mechanism of selection of the Chairman or its organization they have special conditions that by having integrity, still students in the SWCU at least 1 year, GPA 2.30, pass New Student Orientation (OMB), an active student and specifically for the chairman must be Christian. The number of White Pigeon Pencak Silat KBM currently has 33 people and is more dominant to men namely 28 males and 5 females. In the election of the head of the white Merpati KBM itself does not look at men or women because they see the

proper-fitting woman as the chairman of the KBM. Women or men who become leaders in a KBM is not the most important problem when becoming a leader should be able to commit and be responsible for his duties as a leader of the KBM and can make a KBM forward and produce a satisfactory achievement.

KBM Volley is a widely demanded KBM male because it is identical to the activity or sport is quite exhausting. But the results of the research from KBM Volley in SWCU stated that while the KBM is running until now chaired by women, with 2 periods that is from 2017 until 2018. It can break the opinion that a tendency to exercise can only be led by men. During the women's leadership, the constraints that KBM had experienced was the weather, the limitations of the place to be used for training, as well as the number of exercises in the KBM. Then, when women became the chairman of the KBM in the period 2017-2018 is known to be more assertive and consistent. This Volly KBM during female-led runs smoothly and there are no excess obstacles associated with gender limitations. From this KBM shows that women are also able to act firmly and consistently.

KBM Dance is a KBM that the majority of the members are women who in this case precisely the opportunity of women to lead. The FKIP branch of dance argues the same thing with other KBM related to the equality and opportunities held by each member without distinguishing gender. The equality can be seen from their opinion that a man can be a leader in this KBM as long as it meets the criteria set. It is in accordance with the imagination of the ideal leadership which is often a structural and cultural formation (Aripurnami, 2013). Therefore, when women want to enter the area, it is required that the woman is capable and resilient and able to compete with men.

Furthermore the Senate student-faculty (SMF) explained that the

organization is quite often chaired by women and even before the 2019/2020 period, was originally chaired by women over the past two periods. When the SMF organization is chaired by women and men have the same problem (in the sense of not much different) so that there is no noticeable difference in leading the organization depends on the strategy and way of each individual. However, in the previous leadership there was a notion that his leadership was less so firm, so there were some little things that went well but still could walk. Gender stereotypes that occur show that women are considered more communal as more concerned and interdependent than men, whereas men are considered to be more agentic for instance ambitious and self-reliant when compared to women (L. A. & Phelan, 2008). SMF suggests that anyone deserves to be the leader of SMF as long as the person has a desire to learn and intention to serve others. So there is no gender inequality in this organization, because the thing that is judged is not based on gender but rather based on its capabilities.

In line with this, KBM Debating forum has been led by women with a period even though it has constraints that are limited energy as well as easily tired while coordinating the members of KBM Satya Wacana Debating Forum, but also when the

leadership of women feels more sensitive in understanding the feelings of members. They also revealed that when led by women, KBM Satya wacana Debating Forum grew rapidly and experienced much progress. It is as it is said that as the woman develops, the organization develops and the country develops (Chisholm-Burns et al., 2017). The participation of members in voting in supporting women's leadership also included many who agreed. KBM Satya Wacana Debating Forum also said it deserves to be led by men as well as women and also he thinks women and men have the same rights in advancing the university by leading various talent groups of interest. When led women and men are certainly different but their goals remain the same to further enhance the potential of members. Seeing the success led by women made other members prioritize women because some of them prefer to be led by women because of the success of the previous period.

From the above research results, the following are shown in the SWOT matrix. This matrix can describe clearly how the external opportunities and threats facing the organization is led by women and can be adapted to its strengths and weaknesses. This matrix can produce four possible strategic alternatives such as (Rangkuti, 2015) :

Table 1.
SWOT Analysis Matrix Women's empowerment in KBM

Internal Factors	STRENGTHS (S)	WEAKNESS (W)
Eksternal Factors OPPORTUNITIES (O)	SO Strategies <ul style="list-style-type: none"> • Women have the same talents and abilities and even more than men, it has been evidenced by the emancipation of women who had been introduced by R. A Kartini and did not close the possibility that women are worthy and able to lead a KBM. • Improve cooperation between men and women in conducting an organization or existing KBM such as in terms of decision or policy. • Eliminate the assumption about women is weak and inappropriate to be leaders. • Be responsible for the roles given, • Open-ended and accept dissent and strive to unite/take the best way out for the KBM he led. 	WO Strategies <ul style="list-style-type: none"> • Increase cooperation between men and women in deciding things. • Complement each other and remind each other of each other's shortcomings. • Add relationships with other KBM to gain experience and further insight, for the advancement of the KBM. • Leaders coordinate members and aim to be appropriate to comply with the objectives of the KBM. • The leader allows each management and the member to make an opinion, criticism, or suggestion for the smoothness of the KBM.
THREATS (T)	ST Strategies <ul style="list-style-type: none"> • Women leaders are trying to improve their skills and learn to lead a KBM, with the talent they have. • The leader sees the real state (reality exists) to make a decision. • Have a vision and mission in the lead and must respond t the vision and mission. 	WT Strategies <ul style="list-style-type: none"> • Leaders increase the firmness in the lead and it to eliminate people's views on the weakness of women. • Proves that the woman is not as mild as what people have to say with a variety of real evidence, such as the achievements gained in a KBM and what progress is after the KBM is led by women. • Improve leadership strategies to match existing developments. • Utilize existing facilities and infrastructures for the sake of kemajuan KBM.

The matrix can be concluded that the advantage that a woman has to become a leader in a KBM, the first is to have a sensitive attitude to the members, where women are commonly known as seasoning because the sensitivity is owned and usually know what the members are expecting. Second, loving in conducting a KBM, women are expected to have a love for its members, it is also revealed by a resource from KBM Mapala. Thirdly, more focus on small things for the advancement of a KBM, such as activities/events. More resilient and more thorough in doing things. From that it can be seen women are more concerned about social problems in the organization. Women's leadership ethics is considered better than the ethics of male leadership. This is because women have feelings that are more sensitive to the problems they face (Fine, 2009). From some of these descriptions and some of the data gained from the interview, it can be concluded that the female participation in the KBM lead is quite high and the support of some of the female parties has the character described.

The weakness that women possess so that it is an inhibitory factor in the continuity of the activities of the KBM is, women are usually difficult to make a decision that requires other people (both male and female) to help solve a problem that arises and less so firmly in leading a talent group interest. The opportunity of women to occupy leadership seats is quite high because it has been proved by some opinions that men and women are the same and the smoothness or success of KBM's obesity is not determined by gender (gender) but by the ability of each individual. A good leader is a responsible leader and can direct the organization to think ahead and be able to bring about a better change in direction. The threat found is that there are still some assumptions that males are above women according to theory of nurture which puts men in a higher position in this case occupying the

position of Chairman/leader of the KBM. This is due to the habit that has occurred in the community especially for the Patriarkhi culture. But for some cases it will not happen if men and women cooperate in developing a talent group interest (KBM) existing and understand each other's duties of each individual according to the role and not on gender/gender.

CONCLUSION

Conclusion of this study that women are instrumental in the university's KBM because women and men have the same position in conducting a KBM, although there are still some KBM that has never been led by women. It is because the occupied office is not looking at gender but rather based on agreed criteria and roles. The role of women in the KBM also proved to be successful where the KBM gained achievement by women as well as some rapid progress. The contributing factor in the empowerment of women in a KBM is that almost all of the KBM supports gender equality in conducting the KBM. Even more excited to be led by women because of their achievement in a KBM is very satisfying, and very rapid progress in a KBM. The current barrier factor is led by women who are said to be less assertive in deciding something that requires the help of other members. Therefore, the needs of cooperation in developing Talent Group interest (KBM) existing and understand each other's duties of the individual according to the role and not on gender/gender.

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