

Analysis of the Women Leadership in Government Bureaucracy (Study on Women Leadership in Tuban in East Java)

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Abstract — Women's leadership became public issues are always discussed, and has provoked polemics and debate between the pros and cons of the female leader of a country, despite the recognition of the basic rights of humanity appear to have increased significantly in many parts of the world. This recognition is also applicable to the rights of women as equal to men. Religious doctrine is often used to justify unfair and even acts of violence against women. Religious doctrine regarded as something raw and cannot be interpreted, so the marginal position of women in religion is considered destiny cannot be changed. In addition to religion, culture also influences the formation of social and political structures of unequal in society, so that women are in a weak position can only survive in a patriarchal culture.

Based on the background of the problem and formulation of the problem, so in this study using observational study with survey approach and aims to analyze the leadership of women in the civil service. Perspective taken to analyze the leadership of women is a societal perspective of politics, religion, and culture.

These three factors, have a major influence in the determination of public construction that reinforce the ideology of gender bias. From the results of statistical tests using the F test showed no influence of leadership style, social, religious, cultural collectively - working together towards achievement of the Regent in Tuban, but only 29.1% Y variables change due to changes in variables X1 to X4. While the remaining 79.9% is caused by other variables not included in the model.

The results show that there is significant influence between leadership style variable (X1) on the performance of the regent of Tuban. As for the variable social factors (X2), culture (X3) religion (X4) did not significantly affect job performance regent of Tuban. Thus external factors such as social, political, cultural and religion are not factors that impede the achievement and employability of the Regent of Tuban.

Keywords — Woman Leadership, Leadership Style, Working Capability.

I. INTRODUCTION

Indonesia as a country that is democratic and respectful of Human Rights (HAM) is universally understood knows no gender discrimination. Moreover, if in the review in terms of positive law (Constitution 45), applicable in the country of Indonesia there is no single law that prohibits a woman becomes a public leader. Therefore the recommendation is rejected the presence of the leader of women in contrast to the climate at the international level is so intense fight for the dignity of women to achieve

equal opportunities in aspects of social lifestate and nation.

In essence, the essence of leadership lies in the national morale, quality and capability. Moreover, the political circumstances of Indonesia today is very prone to disintegration, where a very high degree of pluralism. Therefore, it is necessary to uphold the leadership of a statesman who cross racial, ethnic, religious, modern vision of humanity and does not exploit differences. Women have the right to enjoy political rights, have the same opportunities as men in achieving the right to be elected as the leader of the public and the right to hold political office. Understanding that prohibits the emergence of women as a public leader, just based on the understanding textual interpretive texts. If the texts are considered a cornerstone of the ban was conceived to provide a contextual interpretation, will be obtained laws allow a woman to appear as the leader publicly.

With the popularity of reality above, this article seeks to reveal about women's leadership in the government bureaucracy in special cases, namely leadership mother Heny in East Java-enabled application is not in place as an intrusion of women in politics was always claimed with the negative, in terms of all it is inseparable from the role of the men. Here I am as a writer just trying to find the truth and the good of the Nation. Based on the phenomenon that puts on the rationale above, in this paper can be formulated the research problems as follows: (1) whether there is influence leadership style, social factors of politics, culture, and religion on the performance of the district Tuban Mayor in his administration?; (2) What are the most influential on the performance of the Regent of Tuban regency in his administration?

II. THEORY

A. Concept of Leadership

Leadership is an activity to influence the behavior of others so that they will be directed to achieve certain goals (Miftah, 1997). Leadership is defined as the ability to move or motivate a number of people to simultaneously perform the same activities and focused on achieving the goal (Nawawi and M. Martin, 1995). Therefore, the important thing is the influence of the leadership and the effective power of a leader. If someone wishes influencing the behavior of others, the activities of leadership has started to appear relevance.

B. Woman on Politics

Leadership development of women in the era of both

present and future have the potential and a major role in the development of political, economic, social, cultural at all levels of international, regional.

In pre Islamic world marked by imperialism and colonialism among humans and among groups, tribes, and nations. Women are likened to no more than items can be sold traded, it becomes part of the male (subordinate), being worthless, does not have the independence of self, his rights may be seized and suppressed, its existence is often problematic, and put in a position marginal. After Islam came to bring humanitarian moral message and to invite people to escape the tyranny of humanity, and human beings are equal before God Almighty. There is nothing more special and nothing more *nesta*. Only one difference widened before God Almighty that faith levels (Syafiq, 2001).

Although now many women holding political office (public leaders) in the political life of the state, but the number is still small compared to men, especially when compared to the percentage of women more than men in general (Majid, 2003). And when the Philippines had a woman president Qorazon Aquino, how the press highlight them in such a way, not only because he is a president, but also because she was a woman, to the extent that the clothing worn just covered, although historically not a few women who play a role in the political arena (ruler country) (AM, Fatwa, 1997).

Such different treatment piecemeal foster men's awareness that they are the ones who must always be won in every competition even if they use an unworthy manner communicated to the public. They also indirectly obtained the affirmation or attestation that they were being number one. Women are always aware that they are only a subordinate male. Various efforts to improve women's status has a lot to do. Little by little the struggle to equalize rights between women and men do. Women began to occupy many important positions in the government.

III. HYPOTHESES

Departing from the formulation of the problem, objectives and theories that have been presented, then the hypothesis can be put forward in this study:

H1 No influence perception of leadership style, social factors, political, cultural and religious on work performance

IV. RESEARCH METHODS

A. Research design

To find out the women's leadership in governance, it first has to be explained about the various matters relating to the background it used a quantitative methods in research. In quantitative methods, this study uses an observational study with survey approach variable. In this study the variables used are classified top Dependent and independent variables. Dependent variables or dependent

variables namely Regent work performance. Independent variables or independent variables, namely leadership style (X1), social and political factors (X2), culture (X3) and religion (X4).

B. Sampling

This study sampling method using total sampling method is sampling of the top echelon of two and three, namely 7 Department of the Office 12 as Ampel research. Based on available data, the population in this study is the echelon of two and three at 7 Office. Thus the number of samples taken is 86 people. The study site is located in the district of Tuban, East Java. In this case, because the mother Haeny volunteer Rini Widyastuti as one leader (Bupati) of women in the district of Tuban, East Java.

V. RESULT AND DISCUSSION

The test results obtained regression coefficient value of multiple determination (R²) or R squared = 0.291, meaning together 29.1% Y variables change due to changes in variables X1 to X4. While the remaining 79.9% is caused by other variables not included in the model. Of the coefficient of determination can be summed up the effect of the variables studied is small enough, or in other words, other factors that affect job performance is greater. Statistical tests using the F test results obtained F test significance level of 0.000 (p <0.05), which means that there is influence of leadership style, social, religious, cultural collectively - working together towards achievement of the Regent in Tuban. Performance appraisal of the figure of women in the town of Tuban Regent as an attempt to answer the above assumptions people who believe that women cannot lead properly. To be able to see the success of his leadership, the set standard of assessment is to assess the performance of the Regent already achieved during his tenure.

To do a job allows external factors can affect a person's performance. And these effects can be negative or positive influence depends how these individuals manage and utilize the external factors such extraneous factors to match its potential. In this study, assessment questionnaires submitted to subordinates to be able to see the figure of Regents more objectively. Subordinates who gives this assessment is Echelon II and III in Tuban regency government environments. He took echelon II and III for the officials who interact more with the Tuban Mayor good of thinking, leadership style, work patterns and results - results or policies that have been generated.

Influence of Leadership Style Against Job Performance Based on the results showed t value leadership style variable (X1) of 3.437 with a significance level of 0.001 (p <0.05). Means there is significant influence between leadership style variable (X1) on the performance of the regent of Tuban.

In creating a clean government performance leader must have the appropriate leadership style to the needs and conditions of subordinates. To establish good governance should have the ability visionary leader, clean, dignified, democratic, responsive and responsible. If nature - the

nature contained in himself a leader, the leader will be able to steer and drive the subordinates in order to achieve maximum results. Tuban Regent is a figure head of government who have managerial and leadership abilities were recognized by subordinates. From the results of the questionnaire data collection showed that the majority of respondents said the ability of the leadership style with the average - average 3.28.

A. *Social and Political Influence of Job Performance*

The results show the value of t variable social factors (X2) is 1.631 with a significance level of 0.107 ($p > 0.05$). Means there is no significant relationship between the variables of social factors (X2) on the performance of the regent of Tuban. Social and political factors are external factors that can affect work performance regent. During this time of social and political construction makes is as someone who does not have the organizational ability and political well. Built social stigma is then attached to each of the women both have the ability or are not capable.

Based on the results of studies showing that there is no effect of stigma on the gait of women from social and political aspects shows that job performance can be achieved by either although there are opinions minor roles and abilities of women in government. In another sense though views or social construction that carried women are still subordinate does not make the work achieved accomplishments of women in the organization tends to be weak.

B. *Cultural Influence against Job Performance*

Patriarchal culture that developed in a community environment more subordinated roles and abilities of women. Cultures that developed in the community show that women should only serve in household affairs and is not appropriate when women further outside of the house is good for the field of social organization and to politics and government. Alice Rossi (1978) argues that the role of gender stereotypes stem from biological differences between men and women. Due to the nature of women awarded to run the process of reproduction, the experience of the process of reproduction in women (pregnancy, childbirth, and breastfeeding) will give gender roles. While Fakhri (2003) provides a preliminary picture of gender stereotypes on the meaning of the stereotype itself, according to the general stereotype is labeling or tagging against a particular group. The stereotype given to certain ethnic groups, such as Jews in the West, China in Southeast Asia, has been detrimental to the tribes. This is certainly a cause of injustice, one kind of stereotype that is sourced from a gender perspective. For example against women according to him is a marking that starts from the assumption that women are preening in order to lure the attention of the opposite sex, then every case of violence or sexual abuse has always been associated with this stereotype.

Almost similar to the opinion of Fakhri above, Shadily (2000) provides an insight into gender stereotypes prevail "that the assignment of women especially is to educate and care for children" also causes girls less by experience or

less prepared to compete in the public domain, so that women up to now more concentrated in jobs in the informal sector customized with limited skills they possess. The result: economically and socially what they do have a lower status when compared to what the men.

Actually, many things that we can see in everyday life that gender stereotypes in women is indeed formed and woke up in the community. Here is another opinion from Behm & Kassin (1996), citing research William & Best in 1982 about the gender stereotypes that even though when someone is asked to describe the figure of men and women, then one man will be described more have an adventurous spirit, assertive, aggressive, independent and on the job oriented; otherwise one female will be described more sensitive, gentle, less independent, oriented to the emotional and social matters. This picture is very universal and drawn from the study of about 2,800 students from 30 different countries from North and South America, Europe, Asia and Australia. Apparently from the results showed that the prevailing patriarchal culture or become a stigma in the community does not make the performance of Tuban Regent influenced. It is seen from the results of studies showing the value of the variable t culture (X3) of 1.837 with a significance level of 0.070 ($p > 0.05$). Means there is no significant influence of cultural variables (X3) on the performance of the regent of Tuban. These results indicate that the regent of Tuban has the ability to be able to answer the growing stigma in the community and then manage to not become an obstacle to achievement of his administration.

C. *Influence of Religious against Job Performance*

Religion as a rule in human life is a means of justification of truth and error. The response in terms of women's roles and capabilities strengthened by the dogmas of religion. Interpretation of religion has contributed greatly to put the inequality between men and women as part of the objective reality that must be accepted (Abdullah, 2003). Further Abdullah, religion serve as a means of coercion for excess positions and the expected role of each party so it will be very difficult for any individual to get out of that order. The concept of power for a patriarchal culture is the expression of a man to show his strength as a determinant. Therefore, every man reflects these powers to other parts of society, as a husband to his wife, a brother against brother, and at the highest level is a king to his subjects. Based on research results shows that the value of the variable t religion (X4) 0.603 with a significance level of 0.548 ($p > 0.05$). Means there is no significant influence of religious variables (X4) on the performance of the regent of Tuban.

From these results it can be said that the assumption - the assumption of the religious factor does not dampen the abilities and accomplishments achieved by the regent of Tuban and organize their own administration.

VI. CONCLUSION

From the research that has been done, the conclusion that can be drawn is:

1. Statistical tests using the F test showed no influence of leadership style, social, religious, cultural collectively - working together towards achievement of the Regent in Tuban, but only 29.1% Y variables change due to changes in variables X1 to X4. While the remaining 70.9% is caused by other variables not included in the model.
2. The results showed no significant relationship between leadership style variable (X1) on the performance of the regent of Tuban. As for the variable social factors (X2), culture (X3) religion (X4) did not significantly affect job performance regent of Tuban. Thus external factors such as social, political, cultural and religion are not factors that impede the achievement and employability of the Regent of Tuban.

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AUTHORS' PROFILE



Trisnawati was born in Jakarta, 7th March 1980. Author's educational background was, for elementary school until Senior High in Jakarta. Bachelor degree in Brawijaya University Malang, so do with Master Degree. The author's major field of study is on public policy and politics. Now, the author is as a lecturer in Faculty of Administrative Science, Brawijaya

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