

Turnitin_INJOSS_WorkLifeBalance

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THE RELATIONSHIP OF WORK LIFE BALANCE WITH CAREER LEVEL ON WOMEN EMPLOYEES IN PDAM TIRTA JENEBERANG GOWA**Adiva Arsil***Program Studi Manajemen, Fakultas Ekonomi, Universitas Negeri Makassar, Indonesia
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Keywords

Career Path, Work Life Balance.

Abstract

The balance between personal life & work where the balance between work and life according to Lockwood (2003) argues that work life balance is a state of balance between the same demands for daily life and at work. In their careers, women tend to look for positions that they think are more comfortable to balance between home and work life even though their position at work is not at the top of the organizational hierarchy. This study aims to determine whether the relationship between work life balance and career path for female employees at PDAM Tirta Jeneberang Gowa. This study uses a semi-structural qualitative method by using an interview guide where this interview is conducted directly to the subject.

INTRODUCTION

In this day and age, women and men are not controversial issues, the barriers between women and men in the workplace are getting thinner, and women are no longer meant to take care of children, husbands, and households. This role has shifted and has the same rights as men in terms of higher education and careers. Moreover, with

rapid economic growth, it is increasingly encouraging women to work to meet the needs of their families.

Another study conducted by Puspitawati (2009) where women who work in Bogor show that most of the subjects have a balance between work and life. Imbalance between work and life can lead to role conflict. Puspitawati's findings (2009) show that there is a negative relationship between strategies that prioritize work benefits over family benefits and strategies that reduce the level of family care.

Sumartias (2012) stated that the increasing participation of women in the labor market can be seen from the total number of Indonesian workers, namely 104.87 million, of which 39.8 million are women. BPS data illustrates that women participate in work up to 43 million out of a total of 112 million workers. The balance between personal life & work where the balance between work and life according to Lockwood (2003) argues that work life balance is a state of balance between the same demands for daily life and at work. From the employee's point of view, work life balance is a decision that reconciles responsibilities and work. The balance between work and life is a challenge from the company's perspective to create a corporate culture that allows employees to focus during work.

Work life balance is defined as the absence of work conflict or balance between work and life. (Greenhaus 2003). However, work life balance means someone who can balance his time, emotions, and attitude towards work and family commitments at the same time. However, according to Wilkinson (2013), people with good mental health at work and in life.

In the past, the role of women was only limited to housework and child care, but along with the times, many women are now receiving higher education and finally many choose to work in offices. The Central Bureau of Statistics (2017) shows that the proportion of female permanent workers continues to increase from 2017-2021. So it can be concluded that in 2017-2021 the increase in the number of career women in PDAM Tirta Jeneberang Gowa has the same increase every year, only the number between men and women increases. Woman to be compared between the two. In 2017 with a percentage of 23.1% in 2018 it rose to 23.5%, in 2019 it rose to 23.9% then in 2020 it rose to 24.5% and in 2021 it also rose 24.9%.

In 2018 the number of male employees increased by 3 people while the female employees only increased by 2 people. Then in 2019 the same regulation was repeated again, male employees increased by 3 people while female employees were only 2 people, then in 2020 the number of female and male employees increased by 3 people, this year there is a balance between male and female employees which then starting a career, then in 2021 female employees are more dominant than men where the increase in the number of female employees is 10 people and there are only 7 men and as for

information obtained from PDAM Tirta Jeneberang Gowa that most of the women who have careers are married.

In career women tend to look for positions that they think are more comfortable to balance between home life and work even though their position at work is not at the top of the organizational hierarchy, women's ambitions to pursue a higher career are hindered by several aspects, in examining women's career ambitions using career orientation categories developed by Derr (1986).

Derr stated that an individual actually has 5 career orientations, namely: 1) getting a career first than others (a concept from the traditional hierarchical career concept). 2) Getting a career that can guarantee his future (steady-state career concept). 3) Achieve career high (concept that career is a challenge). 4) gain freedom in one's career (a motivation to gain maximum control over one's work life). 5) get a balance in his career (desire to get a meaningful balance between work and self-development).

Data in 2021 from 68 women who work at PDAM Tirta Jeneberang Gowa there are 61 women who are married, 18 of them still live with their parents and there are 7 women who are still single and of the 7 women who are still single are still living with their parents. . This needs to be known so that we can find out earlier the target sample in this study. This is the reason why PDAM Tirta Jeneberang Gowa is the target of this research.

RESEARCH METHOD¹

This research uses a qualitative method with a single instrumental case study approach, namely a study conducted using a case to describe an issue or concern. The researcher pays attention to and examines an issue that attracts attention in this case, namely the phenomenon of career women and uses a case as an instrument (instrument) to describe it in detail (Creswell, 2007). The population in this study were employees of the PDAM Tirta Jeneberang Gowa office. The total population in this study were 68 people. The number of subjects in this study were three people based on certain considerations, namely: according to the focus of the problem to be studied, strategic research locations, and willing to provide information needed by researchers.

The types and sources of data used are primary data and secondary data. Data collection techniques by observation and interviews. Data analysis in this study uses thematic analysis, which focuses on a detailed analysis of the dimensions and factors of work-life balance from the data that is most relevant to the research question or provides a rich description of the data as a whole.

RESULT AND DISCUSSION

Result

This research was conducted for 1 week, at PDAM Tirta Jeneberang Gowa. Where the research is carried out using descriptive qualitative methods with the aim of providing an overview and information related to work life balance and career paths at PDAM Tirta Jeneberang Gowa.

Work life balance

Involvement in personal and work life

Researchers conducted interviews with informants who came from various occupational backgrounds and are currently still in that position. Asked about involvement in work life and personal life, whether the informant was satisfied with the involvement in his personal life and work. The informant revealed about his life as follows:

Informant : NA 53 Years (Head of Finance of PDAM Tirta Jeneberang Gowa)

"If the problem is satisfied with the involvement, I am quite satisfied with both of them because everyday I come home from work at 4 am when I go home, I still have time to cook dinner for my husband and children and also sometimes visit my family's house on weekends". (Interview 28 July 2022)

Informant : IS 38 Years (Head of Subsection Service Complaints)

"Yes, I'm quite satisfied, it's just that my husband and I have a little less time because my husband and I both work and when I get home from work usually I'm both tired and end up sleeping and it keeps repeating except on holidays". (Interview July 28, 2022)

Informant : ER 27 Years (Service unit staff)

"Yes, because usually when I come home from work I still have time to hang out with friends because I understand that I'm still single and don't have a life partner". (Interview July 28, 2022)

From some of the arguments given, we can see that the involvement of female employees in their personal and work lives is quite satisfied and comfortable with their current personal and positional lives. And the researcher gave the next question related to work life balance.

Work atmosphere supports personal life

The researcher then asked the next question about work life balance, about whether the work atmosphere supports the personal life of the informant. See if the informant can balance between work and personal life as follows:

Informant : NA 53 Years (Head of Finance Section of PDAM Tirta Jeneberang Gowa).

"I feel that my job is not very supportive of my personal life because sometimes there are work demands that require me to go out of town on business trips and I think that reduces my quality time with my family". (Interview July 28, 2022)

Informant : IS 38 Years (Head of Subsection Service Complaints)

"Yes, it's quite supportive because I'm not usually too busy so I can adjust it to my personal life, usually I have a lot of free time so I can communicate with friends or family via telephone". (Interview July 28, 2022)

Informant : ER 27 Years (Service unit staff)

"How about it, it's only normal that there are certain times that make me work overtime so I stay at the office until sunset, if I have overtime as usual when I go home I take a break but this is quite rare and I usually go home on time, so like I said earlier, I still have time to do my private life". (Interview July 28, 2022)

Career Path

Support from superiors for promotion

Furthermore, the researchers dug deeper into the career path of the informants. Does the informant who is female still receive the same behavior as men regarding his promotion, the information is as follows:

Informant : NA 53 Years (Head of Finance of PDAM Tirta Jeneberang Gowa)

"Alhamdulillah, I feel I have the opportunity to get promoted, because my position at the current KABAG level is only a woman myself, the other KABAG are male, if it's about behavior, yes, they are treated the same". (Interview July 28, 2022)

Informant : IS 38 Years (Head of Subsection Service Complaints)

"Well, I'm grateful that I got a strategic position in the KAUBAG position if you look at the length of work, I've only worked here for 9 years but have been entrusted with being the KASUBAG". (Interview July 28, 2022)

Informant : ER 27 Years (Service unit staff)

"Right now, I don't know if I'm going to increase my position, but when it comes to being treated the same as others, I feel it's because my superiors have treated me very well so far." (Interview July 28, 2022)

Try hard to get appreciation from superiors

The last question given by the researcher regarding career paths, namely whether the informant should try hard to get an award from superiors for the continuation of his career, the answer is as follows:

Informant : Informant : NA 53 Years (Head of Finance of PDAM Tirta Jeneberang Gowa)

"You don't have to try too hard to get an award, just do your duty diligently and even if you get an award from your boss it's just a bonus" (Interview July 28, 2022)

Informant : IS 38 Years (Head of Subsection Service Complaints)

"Just do the task as needed, you don't have to try too hard to get an award, if our performance is really good, people around us will realize it." (Interview July 28, 2022)

Informant : ER 27 Years (Service unit staff)

"If I'm honest, I just take it easy, it's not really how I just finish what was instructed from above, there's no need to be grandiose if I'm given an award, thank God" (Interview July 28, 2022)

DISCUSSION

Involvement in personal and work life

From interviews regarding the discussion of whether the informants were satisfied with their involvement in their personal and work lives, 2 out of 3 people answered that they were very satisfied because their working time was not too excessive so they could balance between their personal and work lives, while 1 out of 3 people said they were satisfied with their involvement in their work. personal life and work, it's just that the informant did not feel so satisfied because time with her husband took up a bit because both of them felt tired of their work so they immediately took a break after work and the routine kept repeating itself. From the statements of the three informants there are 2 different opinions regarding satisfaction with involvement in personal and work life, it can be concluded that work does not have much effect on engagement satisfaction in any case.

From this phenomenon, the informants were dissatisfied with their work life and their personal life did not really understand about time management. Therese Hoff Macan (1990) said that time management is self-regulation in dealing with time as effectively and efficiently as possible by planning, scheduling, having control over time, always making priorities according to their interests.

Work atmosphere supports personal life

Next, the researcher further clarified whether the work atmosphere supports the personal lives of the informants and then the researcher found that the informant (NA) who has a strategic position, namely KABAG said that he was not very supportive because there were certain times when the informant had to travel out of town so that time together The family is a bit occupied, in contrast to what the second informant (IS) said where the position of the informant was in the position of the Head of Sub-Divisional Headquarters said that sometimes in his work he had free time so it was not too difficult to support his personal life, the third informant (ER) was in the position of the service unit staff. almost the same as what (NA) said, only the difference is that sometimes at a certain time (ER) has to work overtime at the office until sunset which makes him not have time to live his personal life.

Support from superiors for promotion

Having finished with questions about work life balance, the researcher then asked questions about the career paths of female employees at PDAM Tirta Jeneberang Gowa, researchers asked questions about whether the informants received support in their promotions at work and were treated the same as employees of different genders, then the first informant (NA) said that he received support from his superiors for a promotion because at the KABAG level he was the only woman and he admitted that his superiors at the office treated him as equal to the others. the statement of the second informant (IS) is almost the same as the first informant that he received support from his superiors because he was able to find the position of KASUBAG even though he had only had a career at PDAM Tirta Jeneberang Gowa for 9 years. In contrast to the statement of the third informant (ER) who said that he did not know about his superior's support for a promotion because he was still on the staff, he only admitted that he had received very good treatment from his superiors.

Work hard to get appreciation from superiors

The last question asked by the researcher related to career paths as a closing of the interview was whether the informant had to make a hard enough effort to get an award from superiors, then the results obtained by the researcher were that the three informants answered with almost the same answers, namely the three informants stated that it was not necessary work too hard, just do what has to be done and just do the obligation without expecting to get appreciation from superiors and we can see that from the three informants we are satisfied with the positions they currently have even though they are not at the top of the organizational hierarchy because women are required has a dual role in the office she is a working woman and at home she must be a good housewife. This is according to what Dhanika Putri Nirwana said in her journal entitled "Differences in Career Maturity Judging from Gender".

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CONCLUSION

Based on the results of interviews, it can be concluded that the work life balance relationship between career women at PDAM Tirta Jeneberang Gowa is positively related, which means that women at PDAM Tirta Jeneberang Gowa can balance their personal life and career path, this can be seen from the opinions given by informants who come from different positions. varied. It can be seen that all positions have no significant effect on the balance of personal life and work, which means that women in PDAM Tirta Jeneberang Gowa can carry out dual roles well.

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