

# **Working Autonomy on Double Burden Women (A Research on Women of Y Generation in Semarang)**

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## **ABSTRACT**

The industrial revolution requires an increase in the quality of qualified human resources. It happens because of the increasing competition and demands of the times. The demand for superior quality is also applied to female workers. When a woman works, she must be able to manage the time between work and as a mother so that the fulfilment of needs in the two roles is not neglected. Among the forms of time management and self-control between the area of work and family when there is work autonomy. For a working woman, it is important to have work autonomy to be able to balance work and family. Women who work and have a family or are known as a double burden, and today most of them are from y generation. Therefore, they will bring up certain characteristics which are different from previous generations. For example, y generation wants a work schedule which has high flexibility, including about the flexibility on managing the time and tasks which assigned to her. Thus, it is necessary to arrange a module as a guideline whether individuals can implement work autonomy which aimed to achieve work=family balance. The research method uses research and development design because the resulting output is a work autonomy module. Based on the results of the study it can be known that there are differences in scores between the pretest scores and post-test scores of 70 points. Thus, there was a similar change before and after testing the work autonomy module.

**Keywords :** *working autonomy, double burden, working mother, y generation*

## **1. PREFACE**

Currently, the industrial revolution has entered the fourth stage known as 4.0. In the era of the industrial revolution 4.0, the demands on the quality of human resources are increasingly high. It happens because the competition does not only involve humans but also involves humans with robots. This condition certainly must be addressed properly by all parties, so that the quality of human resources remains superior and able to answer various kinds of challenges of the times.

In the era of the industrial revolution 4.0, needed human resources who have a variety of high capabilities such as in sectors like data literacy, mathematical literacy, digital literacy, financial literacy, media literacy, and human literacy. This ability must be mastered by younger generations in Indonesia so as not to be left behind by other countries. developing competence, increasing productivity, and educating the local workforce must be absolutely fulfilled (BPS, 2018).

Demands for superior quality human resources are also applied to women. Based on data reported by CNN Indonesia, Russia is the country with the highest percentage giving a high position in the company to women, which is around 45%. The Philippines and Lithuania 39%. Estonia and Thailand by 37%. Meanwhile,

Indonesia 36% of senior positions are filled by women. (<https://www.cnnindonesia.com/gaya-hidup/20160308121332-277-116053/wanita-karier-indonesia-terbanyak-keenam-di-dunia>)

In terms of potential, data delivered by the Central Statistics Agency (2019) of the Indonesian workforce in February 2019 totalled 139.18 million people. In the past year, unemployment has decreased by 50 thousand people. While the number of employed people is 129.36 million people. Employment increased by the percentage of the working population, especially the provision of accommodation and food and drink (0.43%), trade (0.39%) and construction (0.34%).

Based on data obtained from the World Bank in 2018, it shows that 50.7% of women in Indonesia aged 15 years and over participate in the workforce (working or looking for work). However, if compared to international standards, the figure is included in the low category compared to some countries in the ASEAN region such as Cambodia, Vietnam and Thailand. However, the participation of the Indonesian women's workforce has been relatively stable over the past five years. There was only a slight decrease of 50.4% in 2014 to 48.9% in 2015. (<https://databoks.katadata.co.id/datapublish/2019/05/09/>)

tingkat-partisipasi-angkatan-kerja-perempuan-indonesia-rendah-dibanding-negara-asean).

The data findings were strengthened through a press release delivered by Bappenas in 2018 which stated that for twenty years, the labour force participation rate tended to be stagnant. The average TPAK for men is 84%, while for women it is 50%. In mid-2018 there were 8.3 out of 10 men of the labour force and women 5.2 out of 10. The TPAK rate for women although tended to be stagnant, but the participation of highly educated women in good work tended to increase, whereas those with low education especially in rural areas tended to enter informal employment. In this case, women have the potential to contribute more to the economy. If women's TPAK is increased to 64%, there will be 20 million new semi-skilled and skilful workforce. ([https://www.bappenas.go.id/files/1215/4167/2989/Siaran\\_Pers\\_-\\_Tahun\\_2018\\_Lapangan\\_Kerja\\_Indonesia\\_Melampaui\\_Target\\_RKP\\_2018\\_dan\\_RPJMN\\_2015-2019\\_TPT\\_Turun\\_Menjadi\\_534\\_Persen.pdf](https://www.bappenas.go.id/files/1215/4167/2989/Siaran_Pers_-_Tahun_2018_Lapangan_Kerja_Indonesia_Melampaui_Target_RKP_2018_dan_RPJMN_2015-2019_TPT_Turun_Menjadi_534_Persen.pdf)).

There are various kinds of factors which background working women such as: to actualize her potential, the demands of the era, wanting to help the family's economic situation and a large number of burden in the family. For a woman who is working and married, this role certainly adds to the demands of women. A woman who has a dual role is expected to be able to reach a balance between work and her family life. A dual role according to [5] is a condition where a woman besides being a wife to her husband and being a mother of her children also has a job in various sectors or other professions.

When a woman works, she must be able to manage the time between work and as a mother so that the fulfilment of the needs in these two roles is not neglected. For a working woman, it is important to have work autonomy to be able to balance work and family. It's because women are susceptible to undergo internal conflicts if they are unable to manage their time and self. The inability to manage conflict, the inability to manage time and self will affect the optimism in one of the roles which she passed. Even, it will be very possible for a woman to quit her job because she is unable to balance roles.

Women who work and have a family or are known as double burden have a sizable number in Indonesia. At present the number of workers filled by Y generations. The Y generation is individuals born in 1980-2000 (Meier, Austin, and Crocker, 2010).

Further, Tapscott (1998) states that this millennial generation is called Digital Generation. This generation was born in 1976 - 2000. Meanwhile, according to Oblinger and Oblinger (2005), Y generation is called the Net Generation or Y generation. This generation was born from 1981-1995. Based on these experts, there are differences in terms of the generation and range of years. Characteristics of Y generation are very open compared to previous generations, using social media, highly influenced by technology, more open to political and

economic views so, very reactive when changes happen in the surrounding environment and have more attention to wealth [7].

The reality shows that many workers in institutions or companies have employees who are in this Y generation range. The presence of this generation was much complained at the same time also expected. In jobs that are in the sector of the creative industries, technology, banking, need the presence of this generation because the mindset, ideas, imagination, creation will bring many positive impacts for institutions that employ employees of this Y generation. However, in certain sectors the presence of this generation brings problems because the presence of this generation is considered disobedient, disobedient to superiors and regulations, tends to be individualistic, easily bored, appear different, impatient, indifferent, have low commitment and loyalty. This is reasonable because Y generation wants a work schedule that has high flexibility in working, including in this case flexibility in managing the time and tasks which given to them.

Work autonomy for working mothers as Y generation is important to research because individuals or working mothers with work autonomy have freedom in controlling the pace of work and in managing work activities and evaluation procedure activities. Based on this background, this study aims to develop a work Autonomy Module for Double Burden Women in Y Generation in Semarang City.

## 2. THEORETICAL REVIEW

Work autonomy refers to the existence of freedom and independence from someone in doing, carrying out and determining how to carry out their duties (zhou and shalley, 2008). Another opinion expressed by saragih (2011) that the definition of work autonomy is the extent to which work provides substantial freedom, independence and flexibility for individuals in doing work and scheduling and in determining the procedures used to carry out a job. Another opinion was expressed by astriana (2010) that work autonomy is related to the level of freedom, independence, wisdom that a person has in planning a job and determine what methods are used to implement the work. Based on the opinions of the experts it can be concluded that work autonomy is the freedom and flexibility possessed by someone in planning, doing or carrying out a task mandated to him.

Webreaugh (1985) quoted by perason et al, (2009) that divides aspects of work autonomy including work methods, work schedules and work criteria. While pearson, et al (2009) mentioned that autonomy is one of the important factors related to the environment, where someone tries to innovate in controlling work time and work methods. Furthermore, pearson, et al (2009) give criteria (indicators) of work autonomy consisting of work methods, work schedules, and work criteria. Work method autonomy is related to one's ability to choose the method used to complete a job. Work schedule for autonomy is related to the ability to manage a series of completion of an assignment and work criteria for autonomy are related

to one's ability to provide resources used in the evaluation process (sugiyarti and meiliana, 2018).

**2.1. Double Burden Woman**

Double Burden is a term that describes the dual role of a woman who must work in the public sphere, but also must be responsible for domestic affairs. Double burdens are women who work in the public sector (outside the home) and when returning home must do household chores without the assistance of a man (husband). (<https://referensi.elsam.or.id/wp-content/uploads/2019/02/04.-Gender-dan-Lingkungan.pdf>).

**2.2. Y Generation**

Manheim (In Putra, 2016) defines generation is a social construction in which there is a group of people who have similarities in terms of age and the same historical experience. Concerning generation theory, there are no specific or formal guidelines that define when a generation arises and ends. However, this phenomenon of generation is difficult to ignore. The generation of scholars is Neil Howe and William Strauss who earlier identified the differences of a generation which emerged in America that they wrote in 2000 (Cramer, 2014).

Zemke et al. (2000) divide this generation as follows :

<b>YEAR</b>	<b>PREDICATE</b>
1925 – 1946	Veteran Generation
1946 – 1960	Generation Baby Boom
1960 – 1980	X Generation
1980 - 1995	Y Generation
1995 – 2010	Z Generation
2010 +	Alfa Generation

Y Generation, Net Generation, WE Generation, Boomerang Generation, Peter Pan Generation are predicate which given to Y Generation. This generation is called the Y Generation because it lives at the turn of the millennium. This generation was born in the period 1980 to 2000 (Yuswohadi in Hidayatullah, et al: 2018). Furthermore Meier, Sustin and Croker (2010); (Solnet (2008); Sugembong and Sudarmoyo (2007); [8] explained that Y Generation tends to be critical in doing something when doing something must have by meaning personally or individually so that what is done will be following what is expected by them requires feedback, requires constant appreciation and praise from superiors, has high self-regard, entrepreneurial, wants work that has meaning and very enthusiastic in working, has thinking concepts that tend to be out of the box, requires flexible work schedules, demands creativity and tend to draw to the meaning of the things they do, however apart from the positive side, this generation has negative tendencies, namely individualism in thinking and working so they has egocentric character, tend to be less caring and get easily bored. Therefore, this

thing quite influential on the employment relationship and in institution or company.

**3. METHOD**

The research method uses research and development design because the resulting output is a work autonomy module. There are ten stages in research and development research as described by Borg and Gall (1983). However, in this study researchers only used six steps.

In the first stage, researchers have conducted a preliminary study related to the work autonomy literature and Y Generation, for further researchers done a work autonomy module planning and developed a hypothetical model. At this stage, the researcher used three expert judgments to assess the content of the module. The expert judgment consisted of family psychologists, media experts and industrial psychologists. Based on the expert judgment review, the results show that the work autonomy module can be provided but with revisions. As for the revisions which are related to the addition of images, replacement of fonts or types of writing, font size and using original

photos, not an animation. The next stage the researchers conducted a review of the hypothetical model, doing the revisions based on the results of suggestion from the expert judgments and do limited trials. A limited trial was done on 30 Y generation mothers in the city of Semarang with the characteristics of a full-time working mother population, coming from families with working husbands and wives. living together with her husband, and having preschool-age children.

**4. RESEARCH RESULT**

The objective conditions related to work autonomy in working mothers Y generation in Semarang City. To be a woman with a double burden is a problem for the Y generation in Semarang. Based on the results of interviews with ten mothers of Y generation mothers in Semarang City who serve out the role of a worker and as a mother, it was found that they had difficulties when managing time and managing themselves when undergoing two jobs at once. This often creates conflict from within. Some efforts have been doing to the maximum when becoming a mother focus on the domestic sphere. However, when at the same time work or in this case the task must be completed at the same time, and less able to manage themselves will have an impact on the implementation and

the resulting performance. This is in line with research conducted by Handayani et al (2018) that work autonomy has a positive and significant effect on the balance of family work by being mediated by role commitment. Based on these findings, a work autonomy module was created for Y generation working mothers by basing on indicators of work autonomy, namely self-management and time management.

At the module feasibility test stage, researchers used three expert judgments to assess the content of the module. The expert judgment consisted of family psychologists, media experts and industrial psychologists. Based on the expert judgment review, the results show that the work autonomy module can be provided but with revisions. As for the revisions do related to the addition of images, replacement of fonts or types of writing, font size and using original photos instead of animation. Based on the input from the expert judgment, the researcher revised the modules which had been prepared by paying attention to the suggestions from the experts.

For the limited trial phase, it is doing on 30 people according to the characteristics of the population. Based on the research results obtained, that there are differences of 70 points on the pre-test and post-test scores. A complete picture can be seen in Table 1 below.

**Table 1 Differences in Work Autonomy Before and After Pre-Test**

	Aspect 1	Aspect 2	Aspect 3	Aspect 4	Aspect 5	Aspect 6	Total
Posttest	87	84	87	85	86	86	515
Pretest	69	79	70	74	74	79	445
Different scores	18	5	17	11	12	7	70

Based on the results of the study, it can be seen that there are differences in scores between the pre-test scores and post-test scores of 70 points.

**5. DISCUSSION**

Based on these results, it can be explained that the respondents experienced a significant increase. This indicates that respondents were able to understand the material which gives related to work autonomy with a focus on aspects of self-management and time management. Although the respondent is a full-time working mother, she can manage herself and manage time for her work. When someone is skilled in managing work autonomy, it allows an employee to have the freedom and flexibility to manage workload in such a way as to minimize stress, fatigue and conflict [1]. In completing a task Y generation has a high motivation at work and states that for success requires high effort. The Y generation is

also able to collaborate. However, there are times when it also takes time alone (Tóth-Bordásné & Bencsik, 2011.)

The ability to manage is related to the intelligence of this generation. The Y Generation tends to feel that their intelligence will be needed by the company. Therefore, reward, salary and flexible time will be important considerations for them to keep working and be in a company [8]. Furthermore, emphasized that the Y Generation paid more attention to aspects of work-life balance compared to X Generation (Meier, Austin, and Crocker, 2010). The Y Generation works not to pursue basic life needs but is driven by deeper needs, which is to do something meaningful, to become someone, to create something, and to achieve satisfaction and to be rewarded for bringing change to the world [9]. Moreover, increasing the autonomy of the work owned by respondents will improve the performance of working mothers. This is because workers with high work autonomy will feel that

they are trusted to do the task. This condition will have a positive impact on intrinsic motivation and effectiveness at work [13].

## 6. CONCLUSION

Based on the results of the trial module, it is known that there are differences in scores before and after training by 70 points. Thus, the respondents experienced a significant increase. This indicates that respondents were able to understand the material given related to work autonomy with a focus on aspects of self-management and time management. Respondents who have a high level of work autonomy have characteristics following the characteristics of the Y Generation, which can manage themselves and arrange time in connection with their work. Someone with high work autonomy will provide many benefits for improving the performance of a company or organization.

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