

Women's Leadership in the Health Sector Organizations (A Case Study of Top-Level Management in Private Health Colleges at STIKes Immanuel Bandung)

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ABSTRACT

Gender is not only a gender difference, but also differences in character, social role, and also identity in society. When a woman can lead an organization, it will be interesting to find out how they plan and organize existing resources by influencing and directing others people to achieve optimal performance. This research refers to the characteristics of modern women who want to continue learning to follow developments. For some societies, a woman's leadership still call into doubt, due to the nature of women who are more sensitive that is considered less fit to be a leader in a firm mind. Hence, this research will elevate leadership of women through the characteristics and decision making in the organization. This research is important in current era, for consideration that women and men have the same opportunity to lead an organization. There is a new opportunity for every woman to channel her best side in leading and embracing the crowd. The purpose of this study was to determine the influence of a woman's leadership in optimizing an organization, especially in environment of private health colleges in Stikes Immanuel Bandung. The method used was descriptive by making a description, factual and accurate description of the facts, properties, and relationships between variables.

Keywords: *Organization, Women's Leadership.*

1. INTRODUCTION

Women's leadership is a public issue that is always discussed. Increasing the role of women is not a trend or a new phenomenon. Women as heads of government have existed since the 15th century. Women's leadership began to rise from a long sleep since the issue of human rights and gender equality was loudly voiced by feminist activists. Women's progress has become increasingly prominent in the 21st century. In various countries, most women experience development in various aspects of life or vertical mobility. Many women have been able to undergo the education world which is equal to men, so that they can occupy strategic positions in government and other various sectors including the education sector.

Gender equality has not placed women in a very safe position, but this has happened because of people's

distrust of women's leadership, not merely about the ability of women themselves. For a large country like Indonesia, male leaders are indeed still a hope for many people, as well as other functional positions that prioritize male leaders.

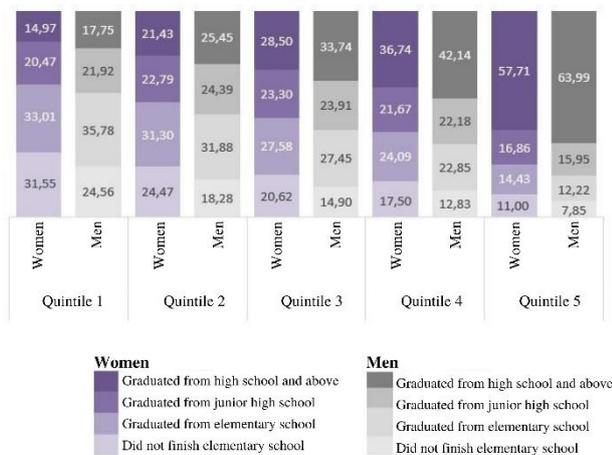
Basically, gender is not a matter of debate, moreover the aim is to optimize the resources in the organization, both women and men if they have the ability to lead an organization. For this reason, this research highlighted other characteristics of the nature of women who are able to compete in the current era, as well as the role of women leaders in an organization or group to realize their vision and mission.

Speaking about the effectiveness of women's leadership, inevitably a leader must have the ability to determine identification of the potentials they have. The

ability to carry out this identification will provide sufficient strength for leaders to develop themselves. Thus, when the leadership role they temporarily live in does not only depend on their position but more because of the influences that come from their personal capacity.

Based on the previous results on Women's Leadership in Government Management (Study in the Office of the Village of Pakowa, Wanea District, Manado City), it was stated that women leaders were considered capable of running government organizations, communicating well, being close to subordinates, participating in building sub-districts, as well as performing service quickly Women's Leadership in Government Organizations (Qualitative Case Study in Three Sub-districts in Yogyakarta City) This study illustrated how women led an agency and its relation to women's motivation in pursuing a career. This research was aimed at finding out the description of the nature of women's leadership which consists of the factors of the mother, the pet, the sex object, and the iron maiden in building organizational performance as well as an overview of career motivation and achievement experienced by a female leader in an organization.

The results of previous studies explained that women in leadership were considered quite capable to improve the progress of an organization. Figure 1 provides supporting data on the growth of women's education in Indonesia.



Source: [1]

Table 1. Percentage of Population Aged 15 and Over by Gender, Highest Expenditures and Education Group Completed, 2018

It can be seen that the ratio of men and women from quintile 1 (the smallest expenditure group) to quintile 5 (larger expenditure group) and in terms of higher education, women have a higher percentage than men, which is 3.12 percentage (26.70 percent versus 23.59 percent). This fact proves the progress in reducing gender disparities in education. Although it still faces many

challenges, gender mainstreaming in higher education is seen to be increasing. Then the number in urban areas is higher than rural areas. Even at the tertiary level (PT), APKs for female PT in urban areas are almost 2.5 times greater than rural APKs.

2. METHODS

This study used a descriptive method. The purpose of this descriptive research is to make a description, or a systematic, factual and accurate description of the facts, the characteristics, and the relationship between the phenomena under investigation.

The population of this study was employees of the Stikes Immanuel Campus Bandung, and the samples in this study were some employees in the fields of academic, financial administration, and marketing and student affairs. In addition to supporting information, some library employees who have been classified as potential respondents were also involved. The sampling technique used was non probability sampling or rather the type of accidental sampling. This means that anyone who accidentally met in a campus environment and met the criteria was used as a sample.

From the process of determining the population to the sample for this study, then the data obtained were collected, reviewed properly, so that the data was valid and the information was not in doubt. Then the number of samples or informants was set to 100 respondents. To add accuracy to the survey, more than 100 questionnaires were distributed.

This research is descriptive quantitative data analysis which only describes the state of a symptom that has been recorded through a measuring instrument and then processed according to its function.

3. RESULTS AND DISCUSSION

The result of the data analysis is shown in Table 1. Table 1 shows the magnitude of the correlation or relationship (R) value is 0.798, which means that there is a very strong relationship between leadership and organization at Stikes Immanuel Bandung, because it is at an interval of 0.75 - 1.00.

Table 1. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.798 ^a	.637	.633	3.403

Predictors: (Constant), Leadership

Table 2 shows the calculated F value = 171,719 with a significance level of 0,000 < 0,05. The regression model was used to predict participation variables. In the other words, leadership has an effect on organization.

Table 2. ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	1989.042	1	1989.042	171.719	.000 ^b
Residual	1135.148	98	11.583		
Total	3124.190	99			

Dependent Variable: Performance

Predictors: (Constant), Leadership

Table 3 shows the constant value (a) of 5,613 while the value leadership (b / regression coefficient) of 0,718. Meanwhile the leadership coefficient regression that is 0,718 means that for each addition 1% leadership point value, the value of organization will increase by 0,718. The regression coefficient is considered positive, so it can be said that the direction of the leadership on the organization is also positive.

Table 3. Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1.(Constant)	5.613	1.885		2.978	.004
Leadership	.718	.055	.798	13.104	.000

Dependent Variable: Kinerja

From table 3, it can be found that the significance value is $0,000 < 0,5$. Thus, it can be concluded that leadership affects the organization. From table 3, it can also be seen that the T-value is $13,104 > T\text{-table } 1,667$. Thus, it can be concluded that the leadership variables affect organization.

The model of the influence of leadership through organization can be seen in Figure 2.

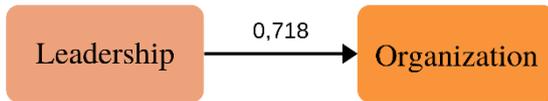


Figure 2. The influence of leadership through organization

This study found that in the health sector, leadership had a positive and significant effect to organization. This study supported the previous study conducted by [2]

which stated that the leadership of the principal had a significant influence on teacher competency. This is also in line with the opinion of [3] who stated that the principal's leadership significantly influenced teacher competence. Broadly speaking leadership affected the organization or performance of a worker.

4. CONCLUSIONS

Women leadership had a positive and significant impact on organization of Stikes Immanuel Bandung. It means women who have good capability in leading, can embrace people, and provide motivation for their subordinates to be entitled to appreciation. Gender is not an obstacle to remain consistent in carrying out their duties and responsibilities, as a sign that women have skills, motivation and intrapersonal behavior.

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