

Eksplorasi Dampak Dominasi Perempuan Pada Pendidikan Dokter Spesialis Di Indonesia: Perspektif Bedah Plastik = An exploratory study on women's domination in Indonesia residency program: plastic surgery perspectives

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Abstrak

Latar Belakang: Pergeseran dominasi antara laki-laki dan perempuan pada dunia kedokteran terjadi dari waktu ke waktu di berbagai belahan dunia, termasuk di bidang bedah plastik di Indonesia. Profesi yang semula didominasi oleh laki-laki, saat ini didominasi perempuan. Pergeseran dominasi perempuan ini memungkinkan terjadinya masalah-masalah yang berpengaruh pada pendidikan dan pelayanan bedah plastik. Penelitian ini bertujuan untuk mengeksplorasi fenomena dominasi perempuan pada pendidikan spesialis di Indonesia. Metode: Penelitian ini bersifat kualitatif berupa studi fenomenologi. Penelitian dilakukan pada 3 program pendidikan dokter spesialis bedah plastik rekonstruksi dan estetik di Indonesia. Penelitian dimulai pada bulan Januari 2020. Populasi penelitian terdiri dari 4 kelompok, yaitu peserta didik, dosen, pengelola program studi, dan pengguna lulusan. Responden penelitian dipilih menggunakan metode maximum variation sampling. Setiap responden mendapatkan informed consent, seluruh informasi yang diberikan sifatnya rahasia dan tidak memengaruhi proses pendidikan responden. Metode pengumpulan data berupa studi dokumen, Focus Group Discussion (FGD), dan In-Depth Interview. Data penelitian yang diperoleh dari berbagai metode di atas, kemudian dianalisis dan diolah lebih dalam secara tematik. Hasil: Peneliti membagi tema berdasarkan garis waktu proses pendidikan, yaitu: prapendidikan, intra-pendidikan, dan pascapendidikan. Masing-masing proses memiliki tema yang saling memengaruhi proses pendidikan. Pada masa prapendidikan terdapat karakter personal yang dipengaruhi oleh persepsi positif maupun negatif dari masyarakat. Sedangkan iklim lingkungan kerja, dampak dominasi perempuan, dan dimensi budaya memengaruhi kelancaran intra-pendidikan. Pasca pendidikan dan memasuki dunia kerja, peserta didik menginginkan suatu kondisi lingkungan kerja yang ideal dan terdapat preferensi tempat bekerja tertentu untuk mencapai kondisi well-being. Kesimpulan: Dampak dominasi perempuan selama pendidikan hanya akan berpengaruh pada dinamika kehidupan antar peserta didik dan antara peserta didik dengan dosen sebagai mentor. Namun dominasi ini tidak akan memengaruhi kualitas pendidikan dan beban kerja yang diberikan. Pada penelitian ini juga didapatkan fenomena kesenjangan kepemimpinan tidak terjadi selama pendidikan tetapi terjadi pada pascapendidikan. Namun kesenjangan kepemimpinan bukanlah akibat tekanan dalam komunitas, melainkan kecenderungan dari pribadi perempuan pada umumnya di kelompok masyarakat feminim.

.....Introduction: Shifting in gender dominance between men and women in the medical field has occurred from time to time globally, including in Indonesia's plastic surgery. The profession, which was initially dominated by men, is currently dominated by women. This shift in female dominance might allow problems that affect the education and clinical settings of plastic surgery. This study aims to explore the phenomenon of women's dominance in medical residency education in Indonesia. Method: This study is a qualitative study of phenomenology. It was conducted on 3 medical residency programs specializing in reconstructive and aesthetic plastic surgery in Indonesia. The study began in January 2020. The research population

consisted of 4 groups, namely students, lecturers, study program managers, and graduate users. Research subjects were selected using the maximum variation sampling method. Each respondent was provided with informed consent, all information given was confidential and did not affect the educational process of the respondent. Data collection methods include document study, Focus Group Discussion (FGD), and In-Depth Interview. Research data obtained from various methods above was analyzed and processed thematically.

Results: The themes were categorized based on the educational process timeline, namely: pre-education, intra-education, and post-education. Each timeline had several themes which mutually influenced the educational process. During pre-education there were personal characters which were affected by positive and negative perceptions from society. Whereas the work environment atmosphere, the impact of women's dominance, and the cultural dimension affected the intra-educational process. After graduating from residency program and entering the career life, students expected an ideal working environment and had certain workplace preferences to achieve their well-being.

Conclusion: The impact of women's dominance during education affected the daily dynamics among students and their interaction with lecturers as mentors. However, this dominance did not affect the quality of education and workload. We also found that the phenomenon of leadership disparity did not occur during education but occurred in post-education setting. This leadership disparity was not resulted by pressure in the community, but due to the tendency of the women's personality in general among the feminine community.