

Studi Eksploratif Tentang Tantangan Dan Strategi Pengembangan Karir Pekerja Perempuan Di Perusahaan Tambang Indonesia (Studi Kasus Pada Pekerja Perempuan Di Perusahaan Tambang Indonesia) = Explorative Study Of Challenges And Career Development Strategies For Women Workers In Indonesian Mining Companies (Case Studies On Women Workers In Mining Companies In Indonesia)

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Abstrak

Partisipasi setara perempuan dalam dunia kerja maupun lingkungan kerja bukanlah sekedar tuntutan keadilan atau demokrasi tetapi dipandang sebagai kondisi yang kondusif bagi kepentingan perempuan. Peningkatan partisipasi dan keterlibatan perempuan dalam seluruh bidang kerja menjadi salah satu wacana yang terus diperdebatkan di Indonesia selama ini. Penelitian ini berfokus menggambarkan rona kesetaraan gender dalam hal kinerja ketenagakerjaan perempuan perusahaan sektor pertambangan. Penelitian ini menggunakan pendekatan Kualitatif eksploratif sebagai metodologi yang memberikan analisis asumsi filosofis fenomena kesetaraan gender di sektor pertambangan. Diskriminasi yang dialami oleh pekerja perempuan di perusahaan tambang meliputi tugas tambahan, pelecehan verbal, dan kesempatan berpendapat. Beberapa kali mendapatkan pekerjaan yang bukan menjadi tugasnya. Latar belakang pendidikan mempengaruhi mental pekerja perempuan dalam beradaptasi di pekerjaannya. Diskriminasi yang didapatkan pekerja perempuan telah mampu diselesaikan dengan strategi yang berbeda-beda. Kesempatan berpendapat yang didapatkan pekerja perempuan berhasil menyelesaikan baik permasalahan individu maupun permasalahan tim kerja. Rekan kerja sering cukup kooperatif memberikan ekosistem kerja dimana, pekerja perempuan mampu mengemukakan pendapat dan solusi.

.....Women's equal participation in work and the work environment is not just a demand for justice or democracy. However, it is seen as a condition that is conducive to women's interests. Increasing the participation and involvement of women in all fields of work has become one of the discourses continuously debated in Indonesia. This research focuses on describing the tone of gender equality in terms of the employment performance of women in mining sector companies. This study uses an exploratory qualitative approach to analyze philosophical assumptions about gender equality in the mining sector. Discrimination experienced by female workers in mining companies includes additional assignments, verbal harassment, and opportunities to express opinions. Several times were getting a job that was not his duty. Educational background influences the mentality of female workers in adapting to their jobs. Discrimination against women workers has been able to be resolved using different strategies. Opportunities for opinions that women workers get have succeeded in solving individual and work team problems. Colleagues often cooperate, providing a work ecosystem where female workers can express opinions and solutions.