

Dual Role Is Adjusting The Conflict of Employees Women In Pinrang Regency Office

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Abstract

Women are the god beings who are equal to the men, who have the will to progress, and play an active role in all life and social life. Women with their position as wives lead to the assumption of the community that the place of women only played in the domestic realm, besides being a wife as a housewife whose work is limited by only take care of the household and family.

There is not a few women have a strong will to access what is accessible to the men, just as having a job can produce and play an active role in helping the family's economic level. Actually there is no problem with this, women can be housewives, wives and workers outside the home. By dividing his time between work and his role at home, but with the helping from the male, as a husband with the concept of dividing roles between wife and husband.

The problem that will occur, if the participation of women does not get help even from the husband's support, causing excessive burden is going very difficult and lead to inner conflict in a woman, besides as a wife and housewife as a mandatory work, plus work outside the home which certainly takes a lot time, even this condition can be even worse if the man as his husband refuses his wife's role to work outside the home with consideration of customs and culture or other things, while the household needs cannot be fulfilled optimally, even the possibility of a fatal event can occur in the form of domestic violence by the husband to his wife, which leads to physical conflicts and criminal acts.

Key word: *Dual Role and Conflict*

A. Preview

Women's involvement in Indonesia has an impact on the role of women in family life. The phenomenon that occurs in the community, shows that more and more women are helping their husbands to find additional income, apart from being driven by the economic needs of the family, also because of the desire to express themselves in the family and society, and the economic condition of the family, which also influences the tendency of women to participate in job market, aims to help improve the family's economy. (Duflo, 2012)

It seems that most Indonesian people agree that the role of women cannot be separated from their role and position in the family. Considering that in the past, women were more confined to the role of companion husbands and careers. But along with economic progress and the increase in women's education, many housewives participate in increasing the family's economic income. This is driven by the wider opportunities and access to education for women, not only in urban areas, but also in rural areas, which used to be very taboo to see a woman who works, or is active in activities outside the home. (Azhari, 2016)

The large number of women who enjoyed to access this education, encourages them to remain responsible and increase their income and family income, so that family needs can be met and sufficient. These needs are not only for basic needs, but mostly for secondary and other complementary needs. The rise of the role of women, as the person in charge of the household is equal to the men, certainly has a big effect on coaching and on family matters, at least, women have a dual role, besides being housewives who are obliged to take care of family members, they also have to divide their time by doing office work, which actually takes up a lot of time, when they are compared to roles and responsibilities at home. (Widodo, 2012)

This Situations and conditions, make women workers, have two concerns and responsibilities at once, first attention to the family that is based on love and love, and both work in the office, which is actually done only to meet the needs of the family, and the second is a priority to do. This is the conflict that happens to women workers. (Suardiman, 2001)

This conflict occurred in a woman, between duties as a household and on the other hand driven by a willingness to help the family's economy or help her husband to earn a living and meet household needs, but the conflict of the existence of this role does not provide a heavy indication for women who have a husband's family. Aggravating conditions occur for women who have no more husbands, or have divorced and become widows and have children and family burdens that must be borne and supported.

A study of the dual role of women that makes conflict happen to him has been done a lot. In this case, the first thing to explain is related to the dual role conflict that occurs in women who are civil servants in the Pinrang District Government. It seems that in contrast to other studies shows that the number of female employees in the Pinrang local government greatly dominates from male employees. This is certainly good news and an advancement of women's emancipation, but on the other hand it also shows the effects that occur to themselves as women and as mothers and wives in their households.

Some research is carried out, related to the role of women who only have one role, namely, as a housewife, not working outside the home, and women who have multiple roles, who divide their time, as housewives and as family in addition husband who works outside the home.

Research conducted by Robert Hisrich on the dual role of women. Multiple roles are two or more roles that are run at the same time. In this case the role referred to is the role of a woman as a wife for her husband, mother for her children, and the role of a woman who has a career outside the home. This dual role is carried out along with the traditional role of women as wives and mothers in the family, such as being a husband's

partner in fostering a household, providing household needs, and caring for and educating children.(Histrich, 20014)

Mansur Faqih, has mentioned that in his book "Gender Analysis and Social Transformation" that because of the social construction of gender, men must be strong and aggressive. Men must be trained and socialized and motivated to be or towards the nature of gender that is determined by society, which is physically stronger and bigger. Meanwhile, the matter of educating children, managing or caring for the cleanliness and beauty of the house is considered a "nature" of women. In fact, this is actually a social and cultural construction of women. As a result this social construction makes women always behind men.

The results of those studies shown that women's groups that have only one role, namely as housewives, who are in charge of caring for children and taking care of families only, are happier than women who have dual roles, both as housewives, responsible for taking care of children and families, also occupying themselves with office jobs outside the home, this is when viewed opposite between multiple roles and a single role.

Study of the theory of women's and social movements, which is carried out by women's groups that carry out this dual role, cannot be blamed or deviant and violates their nature as women, because remembering women are social beings in a role that have no difference with men, who have desire to develop, self-actualization and appreciation from others.(R. Emerson, 2003) As a social movement theoretically is a movement born from and on community initiatives in an effort to demand changes in government institutions, policies or structures.(Dewi, 2012)

This like as an epidemic of social change, it will hit every generation of human civilization wherever they are and do activities and fulfill their life's needs with men. As is the case with female employees in the Pinrang District Government, in various problems and challenges in their work, between dividing work in the office and in the household. Some of them will feel happy with their work, start entering the office and work in the morning from 7 to 4 in the afternoon. They are proud of their work as a woman who has a prestigious job and of course will feel more valued by the community and considered as a woman who is successful and has income, but on the other hand the responsibility as a housewife always disturbs her so that it forms an inner conflict in her placing himself on two sides that are equally important to act and prioritize.

Finally, the incident that trucked the women workers in the local government of Pinrang above also led to development the progress for women, marked by an increase in women's participation in the world of work. This shows that there is a shift in the role of women from the domestic sector towards the public sector, from being initially housewives, now shifting into a female worker in several industries, and office workers, so that they have a dual role in their life responsibilities and activities.(Dwi, 2009)

The involvement of women in the world of work does not necessarily change the role of women in the household as mothers and a wife. This is what has affected the role of women in family life and social activities in the community. In addition, the women workers also have to do so because of the dual role they must allocate their time, mind, energy to fulfill these obligations simultaneously.

B. Dual Role Problems

Women's Dual Role, economic progress and globalization make the job market more complex. Another impact of this progress was seen in the improved status and job openings for women. Although the female labor force participation rate is increasing, not a few women work part-time or work in the informal sector. This relates to the dual role of women as mothers who are responsible for household affairs including raising children, and as women workers.

Current women's participation is not just demanding equal rights, but also states its function has meaning for development in Indonesian society. Women's participation involves the role of tradition and the role of transition, traditional or domestic roles include the role of women as wives, mothers and household managers.(Hardy, 2009)

While the transition role includes understanding women as workers, members of society and human development. The tendency of women to work creates many implications including loosening family ties, increasing juvenile delinquency. According to Syamsiah Achmad, the number of job seekers will increase in some parts of the world. The injustices that afflict women will give rise to the perception that women are born to do jobs that are much more limited in number with lower employment status and lower rewards. Women's work has been generally limited to the household sector (domestic sector), although women are now starting to touch jobs in the public sector, this type of employment is an extension of other jobs that require more manual expertise. In developing countries, very low levels of education with low skills also force women to enter the highly exploitative informal sector with very low salaries, erratic and long working hours, no full paid leave.

Taking into account the role of women in development, since the 1971 census has begun to feel the gap in participation in development between men and women. Women experience discrimination not only in the domestic sector, the women's public sector experiences the same thing. Capitalistic industrial economic systems that prioritize growth and consumption actually lead to discrimination against women. Discrimination in the economic field can be seen from the gap in wages received by women compared to men. This gap can be seen in each category such as education level, working hours and business fields. The lower the level of education of women, the greater the gap in wages received for men.

1. Women's Dual Role Conflict

In the Big Indonesian Dictionary the role is defined as a device of behavior that is expected to be owned by a person who is domiciled in the community (KBBI, 2005: 854).

Role is a pattern of attitudes, values and goals expected from someone based on their position in society. Even the role can also be interpreted as a series of behaviors that are expected by the social environment to relate to individual functions in various social groups, while conflict can be interpreted as a contradiction, strife and dispute. Conflicts occur to anyone and wherever someone is. Conflict usually occurs as a result of two or more desires, opinions or ideas that are contradictory, thus affecting the attitude and behavior of

a person, group or community. Because of that conflict can be an obstacle if not immediately find a way to solve it.(Subhan, 2002)

There are two terms related to conflict, namely social and inner. Social conflict is a social process between two or more parties when one party tries to get rid of the other party by destroying or making it powerless. The background to the conflict is the existence of differences that are difficult to find similarities or reconcile both differences in intelligence, physical characteristics, knowledge, beliefs, and customs. As stated by Soerjono Soekanto, as a social process where individuals or groups try to fulfill their objectives by challenging opponents with threats and violence.(Soekanto, 1994) It seems that Soerjono agrees with Robert M. Z. Lawang, who declares conflict as a struggle to get rare things such as values, status, power and so on. But in contrast to what Gillin and Gillin conveyed, according to him, conflict as part of a social process that occurs due to physical, emotional, cultural and behavioral differences.(Susan, 2009)

In this study, the authors only examine conflicts that have a psychological impact that occurs in groups of women who have a double role, which later will cause psychiatric disorders, in the form of pressure, feeling the burden which is heavy and stressful, which occurs and is experienced by women workers in Pinrang district government. Therefore, the conflict referred to here is in the form of an inner conflict experienced by a female worker in her activities between the household and the duties and responsibilities of her office.(Lestari, 2012)

Inner conflict is a personal conflict caused by the existence of two or more desires or ideas that are conflicting and self-controlled by individuals, thus influencing their attitudes, behavior and decisions. This inner conflict generally hits everyone in his life. In reality, not everyone is able to deal with their own inner conflicts, so they need help from others who understand more. This inner conflict often engulfs students, students and housewives and the dual role they play.(Dariyo, 2004) As the theory presented by M. Z. Lawang, which means conflict as a struggle to get rare things such as values, status, power and so on.

2. Female *Workers*

The definition of labor in the Indonesian statistical data states that manpower is all residents in working age (aged 15 years or over) who have the potential to produce goods and services (Indonesian Statistical Data: 2005).(Badan Pusat Statistik, 1994)

In Law No.13 of 2003 concerning manpower article 1 states that labor is every person who is able to do work in order to produce goods and or services both to fulfill their own needs and for the community while the worker / laborer is everyone who works by receiving wages or rewards in another form.(Indonesia Undang-Undang RI no. 13, 2003)

Ratna Saptari and Brigitte Holzner in his book define work as everything explained, that an individual does good for subsistence; to be exchanged or traded; to maintain the continuity of the offspring and the survival of the family and society.(Juliette, 2013)

Therefore, work does not only include paid work outside the home (public sector) such as working in factories, markets, offices or working as laborers, teachers, shopkeepers,

etc., but also includes work in the household (domestic sector) such as childcare, house cleaning, washing, cooking, and everything related to domestic work.(Dewi, 2012)

It is said that in society there must always be production work (producing something) for the survival of its members, and there must be reproductive work (replacing what has been used up or lost) for the preservation of the system or social structure in question. The nature of women's work is usually associated primarily with the first two forms of reproductive work namely biological reproduction and labor, but women also play an important role in the work of social reproduction, such as in work that preserves family status or in community activities.(Dewi, 2012)

Some of the global trends in the condition of women working in industry and development are as follows (Khotimah, 2009)

- 1) Women live under social control based on traditions and thoughts about women.
- 2) Women face the problem of tasks and multiple roles, namely: the average working hours of women 80-105 hours per week in the dual task of earning a living and household chores. Women earn little work wages but work hours are longer and sometimes they still have to work overtime. Work here is not only a job of earning a living but also work in the household. This makes women experience health and nutrition problems. (Katjasungkana, 2008)

If its classified according to women's activities in a day, women have five types of activity groups, namely: (1) Daily activities related to households; (2) activities to make a living in the home industry, (3) activities to make a living on other occasions; (4) social and community activities; (5) individual activities and rest.(Abdullah, 2003) In the case of the Pinrang Regional Government, women did not only have five activities, but more than that, sometimes women were prosecuted as responsible for households and families.

Thus it can be obtained the understanding of women workers are residents with female gender who do work to produce goods or services with the aim of obtaining income or wages.

3. Family

In Law No.10 of 1992 concerning family welfare article 1 states that the family is the smallest unit in the community which consists of husband and wife, husband and wife, or father and child, or mother and child.

According to Burgess and Locke the family is a unit of people united by marriage, blood or adoption ties that interact and communicate creating social roles for the husband, wife, father and mother, sons and daughters, brothers and sisters. The family is a group formed from the relationship of men and women, transportation which lasts a long time to create and raise children.

From the definition of the family above can be formulated the essence of the notion of family is a small social group, generally consisting of fathers, mothers, and children united by marriage, blood or adoption. Family is the most important group in society. The existence of a community is caused by a group of families who interact with one another, thus forming a social group called the community.

Mac Iver and Page suggested several family characteristics including: (RM Mac Iver-CH Page, 1949)

- 1) Family is a marriage relationship
- 2) Forms of marriage or institutional arrangements relating to marital relations that are intentionally formed and maintained
- 3) A nomenclature system, including forms of lineage calculation
- 4) Economic provisions formed by group members who have special provisions on economic needs related to the ability to have children and raise children
- 5) It is a place to live together, a house or household which, however, is impossible to be separated from family groups.

Talks about families will be limited to families, namely families consisting of husbands, wives, and unmarried children. Some roles of the family include: (Gunarsa, 1991)

- 1) Families play a role as protectors for members who are members, where peace and order are obtained in the container.
- 2) The family is a socio-economic unit that materially meets the needs of its members.
- 3) Keluarga fosters the foundations for the principles of social life.
- 4) The family is a place where humans experience the initial socialization process, which is a process in which humans learn and obey the rules and values that apply.

The conflicts that had occurred in the female employees in Pemda Pinrang district, are strongly influenced by several things including:

- 1) Cultural culture of people who still want women to be in domestic shutter
- 2) Distribution of roles that are less than optimal between wife and husband in the household
- 3) Demands for women's work in addition to managing the household, are also required to manage the work well

The position of the female double role is very much determined to what extent she feels comfortable at work or when she is in the office or at home. The assumption of women as the head of the household has become a thing to be percussionalized. The assumption of the community keeps positioning women as household entertainers, which makes the happiness and sadness of the household depend on a wife.

Therefore, in a family a woman has a role as a housewife. According to Maria Mies, housewifization or housemaid is a process of defining the social nature of women as housewives. According to him, the process of the housekeeper is first, that women must make the house very comfortable and calm both for the next generation and for their husbands; second, that women are the subject of consumption which is very important for the latest range of household appliances and clothing. (Saptari, 1997)

It is undeniable that domestic work such as cooking, washing, cleaning the house, taking care of children, taking care of the husband is a daily activity that must be carried out by a woman. At present there is not much more done by female employees in the local government of Pinrang. On average they take a household assistant to take care of everything. So that sometimes the seriousness and tension are increasingly increasing burden the psychological atmosphere of women in the household, because the interaction of rare family harmony occurs in the household.

The prevailing assumption in society that women are fully obliged to the domestic sector, so that women devote a considerable amount of time to domestic activities, as a result women have little rest time. (Juliette, 2013)

According to Scanzoni and Suleeman in a family there is one marriage pattern called Pola Equal Partner (wife as husband partner). There is no higher or lower position between husband and wife. Wives have the same rights and obligations to develop themselves fully and carry out household duties. Economically, the wife is able to be independent, the work ability of the wife gets recognition from others, because of her own abilities, not because of the position of the husband. (Nurjannah, 2015) But it seems that this method has not been fully understood and applied in the family of female employees in the Pinrang government.

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