

RINGKASAN

**Hubungan Semangat Kemajuan
Terhadap Keputusan Melanjutkan Pendidikan
Pegawai Negeri Sipil Perempuan
di Sekretariat Daerah Kabupaten Jembrana**

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Di lingkungan Pemerintah Kabupaten Jembrana, disamping karena secara kuantitas PNS perempuan lebih kecil dari PNS laki-laki, sedikitnya PNS perempuan yang menduduki jabatan struktural juga disebabkan oleh kualifikasi pendidikan yang dimilikinya belum memadai. Kualifikasi pendidikan merupakan pertimbangan atau faktor penting dalam karir seorang PNS. Pengisian jabatan struktural mempertimbangkan beberapa aspek, salah satunya adalah kualifikasi pendidikan. Semakin tinggi kualifikasi pendidikan seorang PNS perempuan tersebut, semakin besar pula kesempatan untuk dipromosikan menduduki jabatan struktural.

Sebagai insan yang lahir dan dibesarkan dalam lingkungan masyarakat yang menganut budaya patriarkhi, PNS perempuan tidak bisa berkarir seperti laki-laki. Tanpa mengabaikan beberapa kelebihan perempuan dibandingkan dengan laki-laki, secara kodrati perempuan tidak bisa sepenuhnya menggantikan peran laki-laki. Dalam bidang formal kaum laki-laki masih mendominasi dibandingkan dengan perempuan. Data terakhir menunjukkan bahwa di Sekretariat Daerah Kabupaten Jembrana terdapat 203 orang Pegawai Negeri Sipil dengan perbandingan 157 orang PNS laki-laki dan 46 orang PNS perempuan.

Penelitian ini bertujuan mengungkapkan hubungan semangat kemajuan terhadap keputusan untuk melanjutkan pendidikan Pegawai Negeri Sipil perempuan di Sekretariat Daerah Kabupaten Jembrana. Seluruh PNS perempuan di Sekretariat Daerah Kabupaten Jembrana dikarakterisasi seperti usia, status, pendidikan saat mulai diangkat menjadi PNS, dan masa kerjanya. Dari 46 orang populasi PNS perempuan di Sekretariat Daerah Kabupaten Jembrana, 27 orang (58,7%) pernah/sedang melanjutkan pendidikan dan 19 orang (41,3%) yang sama sekali tidak pernah/sedang melanjutkan pendidikan selama menjadi PNS. Saat ini PNS perempuan yang tercatat sedang melanjutkan pendidikan adalah pada jenjang S.1 dan S.2 (pascasarjana). Data diperoleh dengan metode kuesioner metode kepustakaan serta dianalisis dengan bantuan komputer program SPSS 9.0.

Dari hasil penelitian disimpulkan bahwa PNS perempuan di Sekretariat Daerah Kabupaten Jembrana memiliki semangat kemajuan yang sangat tinggi dengan rata-rata total 116,8 (berada pada rentang skala 112,5 – 140). Disamping itu, terdapat korelasi positif semangat kemajuan terhadap keputusan melanjutkan pendidikan, dengan besaran signifikansi kurang dari 0,05. Artinya bahwa semakin tinggi semangat kemajuan PNS perempuan di Sekretariat Daerah Kabupaten Jembrana, maka semakin tinggi pula keputusan melanjutkan pendidikan.

Dengan memperbolehkan responden untuk memilih lebih dari satu pilihan faktor-faktor kendala untuk melanjutkan pendidikan, maka 36 orang responden mengakui bahwa faktor finansial/dana merupakan kendala utama. Disusul

berikutnya oleh faktor keluarga 18 orang, faktor tanggung jawab di kantor/di rumah 12 orang, faktor usia 10 orang, faktor lokasi/tempat kampus yang dipilih 9 orang, faktor iklim kerja di kantor 4 orang, faktor status perkawinan 3 orang. Dari 46 orang responden tersebut, faktor fakultas/jurusan yang ditawarkan tidak sesuai dengan yang diminati, kurangnya kemampuan berbahasa asing (Bahasa Inggris) dan sulitnya membagi waktu juga merupakan kendala yang tidak dapat diabaikan begitu saja. Ketiga hambatan tersebut diakui masing-masing oleh satu orang responden.

Dengan hasil penelitian ini disarankan bagi PNS perempuan di Sekretariat Daerah Kabupaten Jembrana agar berusaha melanjutkan pendidikan sejalan dengan berlakunya Instruksi Presiden No 9 Tahun 2000. Bagi Pemerintah Kabupaten Jembrana, disarankan agar ada kebijakan konkret untuk bisa mengatasi kendala finansial/dana yang sangat mengimpit PNS yang akan direkomendasikan untuk tugas belajar melanjutkan pendidikan.

SUMMARY

The Correlation of the Spirits of Progress on the Decision to Continue Studying of Female Government Employees in the Secretariat of Jembrana Regency

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In the Secretariat of Jembrana Regency, female government employees are quantitatively smaller than males. The small numbers of female government employees positioning structural posts are also attributable to their inadequate education qualification since education qualification is one the determinant factors or considerations in the development of a civil servant's career. Several aspects are always taken into account in filling up or positioning of structural posts and one of the strategic aspects is education qualification. The higher the education qualification the greater the opportunity of female civil servants themselves to be promoted to position structural posts.

As mankind who were born and grown up in the communities strongly holding patriarchal culture system, female government employees can't work like males. Without setting aside some superiority of females compared to males, naturally women can't totally take over men' roles. In formal spheres men still therefore dominate compared to women. Current data show that there are 203 government employees altogether in the Secretariat of Jembrana Regency, 157 are males and 46 females.

The present study was intended to reveal the correlation of the spirits of progress toward the decision to continue studying of female government employees in Secretariat of Jembrana Regency. The entire female government employees in the Secretariat of Jembrana Regency were characterized in terms of their age, status, levels of education since they were appointed as civil servants and length of working period. From 46 females government employees in the Jembrana Regency, 27 (58.7%) have already finished studying or still continuing their study and 19 (41.9%) never continue their study at all since they were appointed as civil servants. Nowadays some female civil servants are studying in the undergraduate and post graduate levels. The gathered data were analyzed by means of Rank Spearman correlational analysis with the aid of SPSS 9.0 computer program.

The results of the data analysis showed that female government employees owned high spirits of progress with the average total scores of 116.8 (at the rating scale of 112.5 –140). Besides, there was a significant positive correlation between the spirits of progress with the decision to continue studying with the significant level above .05. This signifies that the higher the spirits of progress of the female government employees at the Secretariat of Jembrana Regency the more definite their decision to continue their study would be. The research findings also revealed that there was no correlation between age, status, levels of education since they were appointed as civil servants, and working periods with the decision to continue studying.

By allowing the respondents to single out more than one optional factor which became obstacles in continuing their study, 36 respondents admitted

financial factors as main barriers; 18 respondents admitted family factors as barriers, 12 respondents admitted responsibilities in the office and at home as barriers, 10 respondents admitted age factors as barriers, 9 respondents admitted campus locations as barriers, 4 respondents admitted working climates in the office as barriers, and 3 respondents admitted marriage status factors as barriers. The other factors which were admitted by the 46 respondents as obstacles included: the unsuitabilities of faculties or departments offered with their interests, insufficient ability in English, and the difficulties in allocating their times. The three obstacles were respectively admitted by a single respondent.

The findings of the present study also pointed out that the female government employees working in Secretariat of Jembrana Regency are recommended to continue studying. There should be concrete considerate policies determined and taken by the Government of Jembrana Regency to overcome the crucial financial problems confronted by the employees who are recommended to continue their study.

ABSTRACT

The Correlation of the Spirits of Progress on the Decision to Continue Studying of Female Government Employees in the Secretariat of Jembrana Regency

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Modernization, though its notion remains vague, yet its essential core is education. In congruent with the effect of modernization era, patriarchal culture system still holds out in Bali. The domination of male over female government employees in the Secretariat of Jembrana Regency is the substantial evidence of the effect patriarchal culture system. Besides, the quantities of female government employees are smaller than males. In addition, the small number of female government employees occupying structural positions was also attributable to their inadequate education qualification.

The present research was intended to figure out the correlation of the spirits of progress on the decision to continue studying of female government employees in the Secretariat of Jembrana Regency. The population of the present study which total 46 respondents altogether were determined as samples since they were relatively accessible. The required data were gathered by means of questionnaires which had been constructed on the basis of Alex Inkeles'. The respondents' responses on 14 sub-variables measuring their spirit of progress were rated by using Likert rating scale. The obtained data were then analyzed by means of Rank Spearman correlational analysis with the aid of SPSS 9.0 computer program.

The results of the data analysis showed that female government employees in the Secretariat of Jembrana Regency have high development spirits with the average total scores of 163.3; 27 respondents out of 46 respondents have ever studied or still continuing their study and 19 more respondents never study since they were appointed as government employees; and there was a significant correlation between the spirit of progress with the decision to continue studying with significant level of .05. This signifies that the higher the spirit of progress of female government employees at the Secretariat Jembrana Regency the more definite their decision to continue their study would be.

The study further pointed out that 36 respondents admitted financial factors as main barriers; 18 respondents admitted family factors as barriers, 12 respondents admitted responsibilities in the office and at home as barriers, 10 respondents admitted age factors as barriers, 9 respondents admitted campus locations as barriers, 4 respondents admitted working climates in the office as barriers, and 3 respondents admitted marriage status factors as barriers.

Key Words: Spirits of progress, decision to continue studying, female government employees, patriarchal culture system.