

ABSTRACT

GLASS CEILING OF WOMEN'S CAREER IN BUREAUCRACY AT SUMENEP REGENCY

The purpose of this study is to find out the glass ceiling that is faced by women employees in pursuing careers to occupy the leader positions in the bureaucracy and how they deal with it. Reid, Kerr and Miller's theory of glass ceiling was being used to analyze this study result.

This research was conducted in Sumenep Regency. The method used in this study is a qualitative method with a phenomenological approach, carried out on 11 main informants and 2 key informants. The selected informants were women employees who worked in the bureaucracy and those who knew and were directly involved in the policy making of human resource in Sumenep Regency. Data collection is done with an in-depth interview with guidelines, observation and documentation technique. Data analysis was done by reducing and displaying data then concluding and verifying it.

This study examined 10 external and 5 internal elements of women. Out of the 15 elements studied, it was found that parents' mindset, husband's ego and jealousy, extended family's involvement in participation boundary stipulation in the workplace, regulatory and the X factors were woman external elements that became thick glass ceilings. Low motivation, low level of education and competency, multiple roles, inability to dealing with pressure and the narrow self-concept and self-perception factors were woman internal elements that became thick glass ceilings. While the elements of distrust of women's abilities, gender discrimination, social acceptance of women's leadership, as well as elements of patriarchal and religious culture were woman external elements that became thin glass ceilings for women's careers.

In addition to the findings of the glass ceiling that are different from previous studies, this study also yields findings that cultural assimilation through marriage, and the high need for achievement owned by women can be a motivation for women in this environment to break through the glass ceiling and and open their career access in the bureaucracy.

Keywords : access, bureaucracy, career, gender, glass ceiling, patriarchy, women employees