Analysis of Dual Role on Female Lecturers in Batik Islamic University of Surakarta

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ABSTRACT
This research aimed to determine the effect of the dual role toward female lecturers’ performance in Batik Islamic University of Surakarta. The primary data of this research are derived from questionnaires, some observations and interviews as well with female lecturers at Batik Islamic University of Surakarta. The population of this research is thirty six female lecturers in Batik Islamic University of Surakarta, while the present researcher takes thirty female lecturers as the sample. The research finding shows that there is no significance effect toward female lecturers’ performance. In addition, there is no significant effect toward performance variable on female lecturers. Dual role gives no effect toward female lecturers’ performance whereas female lecturers in Batik Islamic University of Surakarta are married and raise children as well. Performance may be affected by dual role as a housewife and a career woman which count for 3.2 %, while the rest, 96.8% is another variables which is not include in this research.

Keywords: housewife, female lecturers, performance

INTRODUCTION
Indonesian economic development requires every family to meet the daily needs. Recently, it is not only a husband who works but also a wife works to fulfill the daily needs. In the past time, women’s role is only as a housewife but nowadays, women’s role is rich. Thus, in this case, women have dual role; in one side they have to take care of house and raise children and in another side, as a career women, they have to work to fulfill its best performance.

Bureau of Statistics data shows that in 2012, the proportion of working women is 47.91 percent, while the proportion of working men is 79.57 percent. The data derived from Sakernas 2012 shows that besides working, the other women activity is taking care of house which proportion is 36.97 percent. Of the total population of 112 million the number of Indonesian workers (Central Bureau of Statistics in 2012), there are 43 million working women who contribute Indonesian economic growth. That mean, the total amount of female workers is...
similar to male workers. The more important thing is that at the same time, female workers find its freedom to run their role as a mother.

While in every organization, there is a need to improve the lecturers’ performance. This improvement is hopefully reach the achievement of organization. For this need, the lecturers are required to fulfill their discipline.

It is no doubt that there is lecturers’ role in achieving the objectives of Batik Islamic University of Surakarta. The success of university cannot be separated from the performance, competence, and the role of the lecturers, both male and female. But in fact, the lecturers’ performance is not maximum, especially the married female lecturers.

Based on this idea, the present researcher conducts a study entitled "Analysis of Dual Role on Female Lecturers in Batik Islamic University of Surakarta."

**FORMULATION OF THE PROBLEM**

Based on the previous background, the present researcher formulates the problem; does dual role contribute significant effect toward female lecturers’ performance in Batik Islamic University of Surakarta?

**Research Purpose**

The purpose of this study is to examine the effect of female lecturers’ dual role toward their performance in Batik Islamic University of Surakarta.

**Benefits of The Research**

1. **Practical Benefits**
   a. This study is expected to provide input for the university especially Batik Islamic University of Surakarta in improving female lecturer’s performance.
   b. This study adds the present researcher’s horizon of knowledge especially in human resources.
   c. This study may adds some references to the future researcher who are interested in human female resources.

2. **Theoretical Benefits**

   This study is expected to widen the horizon of knowledge especially human resources and to give empirical evidence about the influence of dual role toward female lecturers’ performance in Batik Islamic University of Surakarta.

**UNDERLYING THEORY**

**A. The Dual Role**

The role is individual’s part of play in particular circumstance to adapt in particular situation. The role embody in behavior (Davis and Newstrom, 1996). Similarly, the role of female lectures to handle complicated situation that
put them in both in family interest and the need to work. There is claim that an ideal woman is superwoman or supermom who has perfect capacity to participate in domestic and public sphere. Based on Indonesian sociocultural background, there are three major tasks of woman in the house:
As a wife, woman plays her part as a beloved wife and best friend to guide a husband and children to reach a happy family.
As a lecturer, woman plays her part to give physical and spiritual teaching to young generation in order to be useful for the nation.
As a housewife, woman opens her arm for the sake of safety for the entire family.
To Greenhaus and Parasuraman (2001), dual role is an evidence that there is a tension between family interest and rules at work which shows a decreasing in employee welfare physically and psychologically.

B. Role As A Housewife

Family is consist of some people who interact and communicate in order to carry out their social roles as husband, wife, and children, brothers and sisters (Manullang, 2008: 23).
To Fone, Russell and Cooper (2006) the role of a housewife falls into several indicators:
1. Pressure as a parent
2. Pressure of marriage
3. Lack of participation as a wife
4. Lack of participation as parents
5. Job interference

C. Female Lecturer

Female lecturer is a career woman whose main task is to transfer, to improve and to spread the knowledge, technology, and art through education, research, and community service (Sholichin, 2011).
Based on the Law No. 14, 2005 with regard to teacher and lecturer, it explains that lecturers are professional educators and scientists whose task is to transfer, to improve, and to spread the knowledge, technology and art through education, research, and community service.
In conducting their professional task, lecturers are expected to have a good knowledge and skill as well (Guideline of Lecturers Work) and perform an Evaluation of Tridharma in University including Islamic University. The main task of a lecturer is performing Tridharma in University which consist of education/teaching, research and community service.

D. Performance

Performance is the result of work which can be accomplished by a person or group of people within an organization in accordance with the authority and responsibilities as well to achieve the goals of the organization legally, unbreak the law, and in accordance with morals or ethics. (Manullang, 2008).
Performance is the final achievement in carrying out its activities for a certain period (Winardi, 2002). In this case, the performance means somebody’s final achievement in a particular time. Thus, the measurement of the performance is restricted by the time and based on its need. Sedarmayanti (2001) states that “Performance in economics term means the result derived from people’s sacrifice to earn something.” Sinungan (2003) argues that performance is a comparison between the expected result and the human resources activity in particular time within institution. That definition consists of measurement method. In can be done theoretically, but it is difficult practically. This is because of the various number of human resources who has different job and capacity.

**RESEARCH METHOD**

**A. Theoretical Framework**

![Theoretical Framework Diagram]

**B. Hypothesis**

This study proposes the following hypothesis; there is significant influence toward female lecturers’ performance in Batik Islamic University of Surakarta.

**C. Population and Sample**

1. **Population**

The population in this research is thirty six female lecturers in Batik Islamic University of Surakarta which consist of one lecturer from graduate program, ten lecturers from Management department, 8 lecturers from Accounting department, nine lecturers from Law Faculty, and 8 lecturers from Agriculture faculty.

2. **Samples**

Sample is part of the population by taking thirty female lecturers from Management department, Accounting department, Law Faculty and Agriculture Faculty.
D. Types of the Research
The research employs survey method; is a direct observation or critical investigation to get a clear explanation from a problem in particular place. The main instrument is a list of questions (questionnaire). The problem is about the dual role of female lecturers in Batik Islamic University of Surakarta.

E. Data Collection
1. Object of the Research
The object of this research is thirty female lecturers of Batik Islamic University of Surakarta as the respondents. Those respondents derived from Management department, Accounting department, Law Faculty, and Agriculture faculty.
2. Location of the Research
The research is located in Batik Islamic University of Surakarta, at Jl. KH.AgusSalimNo.10 Surakarta.
3. Types and the Source of Data
The present researcher employs the data by means of observation and documentation (Sumanto, 2000). Whereas the data are as follow:
   a. Primary Data (Sample)
   Primary data collecting technique is purposive sampling by means of giving questionnaire to thirty respondents/female lecturers. Another technique is by conducting direct observation in the location of the research.
   b. Secondary Data
   To obtain secondary data, the researcher makes a note from University’s available data. These data include the history and development of University, structure organization, facilities, and several departments in Batik Islamic University of Surakarta.
4. Data Collecting Technique
   • Observation
   • Questionnaires
   • Library Research
   • Documentation

F. Instruments Test
Data processing operation:
1. Validity Test
This test is useful to determine the validity of the questionnaires by using correlation test which formulate in the following:
\[ r_{xy} = \frac{\sum \sum XY - (\sum X)(\sum Y)}{\sqrt{[\sum \sum X^2 - (\sum X)^2][\sum \sum Y^2 - (\sum Y)^2]}} \]

Note:

- \( r_{xy} \): The correlation coefficient between \( X \) and \( Y \)
- \( N \): Number of respondents who tested
- \( X \): Sum of scores of items
- \( Y \): The sum total of individual scores

2. Reliability Test

Reliability test is useful to determine the level of reliability of instruments by using \( \alpha \)Cronbach in the following formula:

\[ r_{11} = \left( \frac{k}{k-1} \right) \left( 1 - \frac{\sum \alpha_b^2}{\alpha_i^2} \right) \]

(\( \text{Umar, 2002:207} \))

- \( r_{11} \): reliability of the instrument
- \( k \): number of questions
- \( \sum \alpha_b^2 \): number of items
- \( \alpha_i^2 \): total variance

G. Data Analysis

1. Descriptive Analysis

Descriptive analysis is useful to give a clear description and explanation about the object of the research. The explanation is about the dual role of female lecturers.

2. Multiple Linear Regression Analysis

This analysis is useful to find a cause and effect relationship between the dependent variable with the independent variable.

\[ Y = a + b^1 + b^2 X^1 X^2 \]

Note:

- \( Y \): The level of performance
- \( X^1 \): As a housewife
- \( X^2 \): As a lecturer / career woman

3. The coefficient of determination (\( R^2 \))

The coefficient of determination (\( R^2 \)) shows the contribution of \( X \) to \( Y \) simultaneously in the form of a percentage. To determine its contribution, the formulation of coefficient of determination (\( R^2 \)) as follows:
\[ R^2 = \frac{b_1 \sum X_1Y + b_2 \sum X_2Y}{\sum Y^2} \]

- \( R^2 \): multiple correlation coefficient
- \( X \): independent variable
- \( Y \): dependent variable
- \( N \): number of samples

H. Testing Hypotheses

1. F Test

F test is useful to determine the significance of variable \( X \) and \( Y \).

- \( F_{table} = F (\alpha / 2 : n - 2) \)
- \( F_{count} = r \sqrt{\frac{n - 2}{1 - r^2}} \)

- \( r \): correlation coefficient between independent variables and dependent variable
- \( n \): number of samples

2. t Test

T test is conducted to determine that partial independent variable is significant or not in affecting dependent variable. This research uses level of significant, 0.05.

- \( t_{table} = t (\alpha / 2 : n - 2) \)
- \( t_{count} = \frac{b}{S_b} \)

- \( b \): coefficient regression of each variable
- \( S_b \): Standard error of regression coefficient

DATA AND DISCUSSION

1. Analysis of Multiple Linear Correlation Coefficient

Multiple correlation functions to determine simultaneous level between variable \( X_1 \) and \( X_2 \) toward variable \( Y \), whereas the influencing factor in this case is the dual role of a housewife and a lecturer toward their performance. This can be seen from the calculation by using SPSS version 15 to determine the level of correlation between variables \( X_1 \) and \( X_2 \) to variable \( Y \) simultaneously. In this case, the observable effect is the influence of dual roles as a housewife and as a lecturer. The result of the test by using SPSS version 15 as follows:

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From the above calculation, there is a result that $R$ value is correlation coefficient which measure the relationship between variable $X_1$ (as a housewife) dan $X_2$ (as a lecturer) with variable $Y$ (performance). It shows that there is positive relationship between the dual role of woman as a housewife and a lecturer which count for 0.179.

### 2. Analysis of Coefficient of Determination

Coefficient determination indicates the percentage of variation (rise and fall) dependent variable which can be explained by independent variable. This can be seen in the model summary by using SPSS version 15 as follows:

#### Table 2. Results from the Analysis of Coefficient Determination

<table>
<thead>
<tr>
<th>Model</th>
<th>$R$</th>
<th>$R^2$</th>
<th>Adjusted $R^2$</th>
<th>Std. Error of the Estimate</th>
<th>Durbin-Watson</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.179a</td>
<td>.032</td>
<td>-.040</td>
<td>4.765</td>
<td>1.861</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), $X_2$, $X_1$  

b. Dependent Variable: $Y$

The above table shows that coefficient determination ($R^2$) is 0.032. Thus it may conclude that performance may be affected by dual role both as a housewife and a female lecturer which count for 3.2%. While another variable is 96.8% which does not count in this research.

### 3. Multiple Linear Regression Analysis

Multiple linear regression analysis is useful to determine the relationship between dependent and independent variables. Relationship between those variables are expressed in the form of the equation, so the value of variable $Y$ can be determined or predicted if the value of variable $X$ is present. The result of multiple linear regression using SPSS version 15 is as follows:
Based on the above table, the formulation is as follows:

\[ Y = 22.077 - 0.304 X_1 + 0.241 X_2 \]

Based on that regression analysis, the model of regression may be concluded in the following:

The value of (a) is 22.077, this means that if the value of dual role as a housewife (\( X_1 \)) and as a lecturer (\( X_2 \)) is equal to zero, thus the magnitude of performance (\( Y \)) is 22.077.

Coefficient value \( \beta_1 = -0.304 \), this means that if dual role as a housewife (\( X_1 \)) decreases about 1%, while the other independent variables remain constant, thus the performance will decrease about 30.4% and vice versa if the dual role as a housewife (\( X_1 \)) decreases about 1%, while the other independent variables remain constant, thus the performance will increase about 30.4%.

Coefficient value \( \beta_2 = 0.241 \), it indicates that dual role as a lecturer (\( X_2 \)) increases about 1%, while the other independent variables remain constant, thus the level of performance will increase about 24.1% and if the dual role as a lecturer (\( X_2 \)) decreases about 1%, while the other independent variables remain constant, thus the performance will increase about 24.1%.

4. Partial test (t test)

\( T \) test intends to test whether independent variable partially contributes significant effect toward dependent variable. Whereas hypothesis test uses SPSS version 15 in the following table:

**Table 4. Results of t-test**

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (Constant)</td>
<td>22.077</td>
<td>3.371</td>
<td>6.549</td>
<td>.000</td>
</tr>
<tr>
<td>Ibu RT</td>
<td>-.304</td>
<td>.323</td>
<td>-.232</td>
<td>-.942</td>
</tr>
<tr>
<td>Dosen</td>
<td>.241</td>
<td>.426</td>
<td>.140</td>
<td>.567</td>
</tr>
</tbody>
</table>

Based on the above table, significant variables \( X_1 = 0.354 >0.05 \), thus \( H_0 \) is accepted. That means, independent variable \( X_1 \) partially contributes no significant effect toward performance variable.
Significant variable $X_2 = 0.575 > 0.05$ thus H0 is accepted. That means, independent variable $X_2$ partially contributes no significant effect toward performance variable.

5. Simultaneous Test (F Test)

F test intends to test whether the sample data represents the population data, so it becomes the basic of how to determine variable. Whereas the hypothesis test uses SPSS version 15 shows in the following:

**Table 5. Results of F Test**

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>20.220</td>
<td>2</td>
<td>10.110</td>
<td>0.445</td>
<td>.645</td>
</tr>
<tr>
<td>Residual</td>
<td>613.147</td>
<td>27</td>
<td>22.709</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>633.367</td>
<td>29</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The above table shows that sig. is $= 0.445 > 0.05$ thus H0 is accepted. That means, independent variable simultaneously contributes no significant effect toward performance variable.

**CONCLUSION**

Based on the result of the discussion, the present researcher proposes conclusion as follows:

Based on F test, sig. $= 0.445 > 0.05$, thus H0 is accepted. That means, independent variables simultaneously contribute no significant effect toward dependent variables. In other word, female variable simultaneously as a housewife and a lecturer give no effect toward their performance.

Based on t test, sig variable $X_1 = 0.354 > 0.05$, thus H0 is accepted. That means, independent variable $X_1$ partially contributes no significant effect toward variable of performance. Sig variable $X_2 = 0.575 > 0.05$ thus H0 is accepted. In other word, independent variable $X_2$ partially give no significant effect toward variable of performance.

Dual role gives no effect toward female lecturers’ performance although they are married and raise children at the same time. In addition, female lecturers take care of their husband and children after going home since their husband has similar schedule with them.

**SUGGESTION**

With regard to the research finding, the present researcher suggests that Rector of Batik Islamic University of Surakarta should pays more attention to the dual role of female lecturers in order to keep their best performance in campus and support their duty as a wife and a mother.
BIBLIOGRAPHY