

***CONTRIBUTION OF WOMEN'S ROLE IN SELF-ACUALIZING IN THE
COMMUNITY ORGANIZATIONAL GROUP OF MEDAN CITY***

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ABSTRACT

North Sumatra has a population of 14.8 million, and the municipality of Medan has 2.4 million, consisting of 1.21 million men and 1.22 million women. There are more women than men, with the assumption that women are more likely to show self-actualization. The purpose of this research is how the contribution of women's role in self-actualization in the community organizations of the city of Medan. This study uses data collection methods through qualitative research case interviews through informants. The subjects of this study were 4 women who are members of the IWAPI organization, FKMI. The results showed that women's self-actualization is the potential that a person has, especially women, to realize and maximize their potential, in this case the women in the IWAPI organization, FKMI and have chosen and determined the appropriate choice of forum and are able to position themselves as women who actualize themselves. The embodiment of women's self-actualization in community organizations at the Indonesian Women Entrepreneurs Association (IWAPI) and the Indonesian Muslimah Communication Forum (FKMI) which contribute to the realization of self-actualization by exploring their potential in encouraging the economy during the covid19 pandemic. Based on observations and documentation of data from female researchers at the IWAPI organization, FKMI, it was found that along with the impact of the COVID-19 pandemic, encouraging self-improvement through self-actualization in encouraging an increase in family income and the life of the people of Medan

Keywords : Contribution; self-actualization, women; Medan City

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INTRODUCTION

The condition of the development of science and technology makes social life more complex. Indonesia is a country that has a high population level with more women than men. The magnitude of the increasing world population growth is indicated by the commemoration of every July 11 as World Population Day. This is indicated by the improving female reproductive rate, higher life expectancy and improving health levels. World population growth is expected to increase by 2 billion people in the next 30 years from 7.8 billion to 10.7 billion in 2050.

Commemoration of World Population Day on 11 July 2020 provides an insight into the health and rights of women and children in the midst of the Covid-19 pandemic, the discovery of many women as medical personnel who are at the forefront, and women's organizations that are increasingly involved. Population development from 1971 to 2020 showed an increase of 1.91 percent in 1980 then 1.7 percent in 1990, and 1.30 percent in 2000, then 1.7 percent in 2000 and an increase of 1.32 percent in 2010 and 1.25 percent for 2020 (source from the Central Statistics

Agency). From the results of the 2020 Population Census in Sumatra, 21.68 percent are inhabited. North Sumatra has a population of 14.8 million people. Meanwhile, the municipality of Medan has 2.4 million people, consisting of 1.21 million men and 1.22 million women. There are more women than men, with the assumption that women are more likely to show self-actualization

Furthermore, economic studies discussing gender issues, especially comparing the income of fathers with women according to Chadwick and Solon (2002), Ganzeboom, and Lippe (2002), Ermisch, Francesconi, and Siedler (2006) and Torche (2015) show that the importance of mothers in the pattern mobility helps household financial problems and increases family income. The role of organizations in the city of Medan provides space for movement as a manifestation of exploring a woman's potential, in addition to the impact of the COVID-19 pandemic, which provides conditions for reduced family income.

Women as mothers of children who manage the household must be able to manage time, all the routines they do every day are always repeated, therefore we appreciate the expertise in managing all of them. Part of the community, both as parents, society, and institutions both play an important role in meeting the need for self-actualization. Women with conditions that provide social life contribute to being able to take part in accordance with the abilities possessed by a woman with all her abilities and limitations between household and organization shown in the city of Medan. Women's organizations with all the dilemmas and colors of life in society provide an overview of the development of space for life in society. The city of Medan has a women's organization consisting of 92 women's organizations who are members of the North Sumatran Women's Organizational Cooperation Agency (BKOW) which has great potential whose role is needed to support and succeed in the development of North Sumatra, especially in the city of Medan in social life, namely the IWAPI Organization, FKMI.

Data showing that women dominate as labor and self-actualization, as in the proportion of female workers from 2018 to 2019, as shown in the following table:

Perempuan Mendominasi Tenaga Kerja Usaha Jasa

Proporsi Pekerja Perempuan terhadap Pekerja Laki-Laki (2018-2019)

Sumber : Badan Pusat Statistik (BPS), Juni 2020



Figure. 1
Dominance of Women in Work

According to a report from the Central Statistics Agency (BPS) in June 2020, there was a growth in the number of female workers from 2018 to 2019. In 2018, there were 47.95 million women who entered the organization and worked. The number increased the following year to 48.75 million people. However, the proportion of women to the total number of workers decreased, from 38.66% to 38.53% in 2019. Most female workers play a role as service business personnel. The dominance reached 58.04% compared to male service business workers in 2019. This condition increased by 0.87% compared to the previous year. Women work as service business personnel by 58.91% compared to men. In the midst of this Covid-19, women previously did not

work and were in organizations that were not the workforce, now enter the world of work by actualizing the potential for exploring the expertise and skills possessed in accordance with the ability of women themselves to help the family economy.

In terms of the number of workers, it is shown that in 2020, the participation rate of the female workforce increased quite high, namely the female participation rate reaching 53.13 percent, an increase from the position of 51.8 percent in August 2018. Meanwhile, the participation of male workers decreased from 83.2 percent in 2019 to 82.4 percent (BPS, 2020). The role of women in exploring self-potential according to Aisyah (2019) is to be yourself who can develop your potential and express yourself

This description shows how the role of women in self-actualization in the life of the Medan city community during the Covid-19 pandemic. The role of women is a very important role to improve the economy, provide services in the fields of education, health and self-actualization of women's abilities in benefiting family and community life, especially appreciation for children with conditions that are still in their character development period.

METHODS

Types of research

The research method chosen by the researcher is a qualitative case study. The researcher chose this because it was considered appropriate by the researcher because the researcher wanted to know how the husband's life and income would be when assisted by a wife as a self-actualizing woman in accordance with exploring her potential in a social organization. Furthermore, to find out what factors play a role in the life of the woman's self-actualization.

Research Informants

There were 4 informants in this study, they were taken from the IWAPI Organization, FKMI which consisted of the General Chair and other administrators.

Method of collecting data

Researchers in analyzing the data do by observing, identifying, explaining in depth the results of the research. The data collection technique used by the researcher was interviews with the main informants, namely the sample of women and then triangulated with interviews, the key informants were women as the Chairperson and who were the administrators of the organization from the existing observation and documentation data. In the data validation technique, the researcher will triangulate data sources from interviews, observations and documentation and then match them back to the informants. As explained by Cresswell (2013) explaining that a researcher can involve two data validation procedures in research, namely triangulation of data sources and returning the entire textual and structural description narrative to the informant for examination of the supporting data.

Data analysis technique

The stages of research used by researchers are divided into: data collection stage where the researcher in conducting this research collects data; data reduction, when all data is collected, the next step is for researchers to analyze using data reduction techniques, namely summarizing, selecting and focusing on the things needed in this research. By using triangulation for interview data, documentation and observation. data exposure, which is when the researcher re-describes the data to be reduced and matches it with the informant.

RESULTS

This research takes place in the city of Medan which has female workers and who are members of an organization. The main informants of this study had the following criteria, having functional roles as Chair and Management of the Organization as many as 4 women. Research informant data can be seen in tables 1 and 2 as follows:

TABLE 1. Informants by Type of Organization

No	Group	Quantity
1	Main Informants	2 people
2	Key Informants	2 people
Total	Total	4 people

TABLE 2. Informants by Age

No	Group	35-45 th	46-55 th	Total
1	Main Informants	1	1	2 people
2	Key Informants	1	1	2 people
Total		2	2	4 people

The results found by the researcher that the background of self-actualization is the desire to build a career as much as 2 people (informants A and B), this is due to self-actualization and provides a need for respect for the informant, while the physical and psychological needs of the partner and extended family has been fulfilled. And for informants A and B, they have structural positions of less than 5 years but in selected positions in the organization. In other informants (X and Z) the background of self-actualization is the desire to build a career and the economic demand factor is 2 people, this is because the husband or female partner has died and he has children who must be financed. And women X and Z are housewives who build careers due to the desire to improve financially and not the embodiment of self-actualization. This means that fostering a career together cannot be maximized because it also focuses on economic needs.

From the results of the triangulation that the researchers did, the husbands of the first and second informants have husbands who work and do not have financial problems. And their husbands do not mind their wife's work as well as observations that the house occupied by the two main informants is seen in a middle to upper class housing complex. The main informants (Z and X) observed that they still live in the house belonging to their in-laws or parents.

The informant's view of the ideal woman is that she is able to carry out and be responsible for the fulfillment of the demands she carries, including managing or managing the time said by all informants A, B, X and Z. and Z answered that it was still far from ideal, only because sometimes they were unable to manage time, especially when the same job came at once because all of them had roles and functions that were equally important for the informants. In contrast to informant X, who perceives himself as the ideal, this is because he feels that his expectations have been fulfilled.

The informant's view of the ideal housewife according to the informant for all informants A, B, X and Z are able to share their time and roles with their families and are able to support each other between households and careers. In other words, being able to position yourself as a working mom, when at work you can take full responsibility for the work and complete the work. When at home, focus on family and give the best version of the mother for the family. The informant's perception related to this is that for informants Z and X it is still not ideal because sometimes family affairs are disrupted by work matters, for example, sometimes while organizing, building a selling career, you have to take care of children or fulfill the wishes of your husband. Meanwhile, informants A and B are ideal because they organize and carry out activities related to self-actualization.

According to the informant, the obstacles in carrying out dual roles varied from no obstacles at all to small but can be solved obstacles to the difficulty of sharing time experienced by the informants. The point is that the obstacles for each informant can still be overcome, although sometimes it is difficult to divide the time between organizational tasks and the tasks of housewives (IRT).

Women's self-actualization is the potential that a person has, especially women, to realize and maximize their potential, in this case the women in the IWAPI organization, FKMI have

chosen and determined the appropriate job choices and are able to position themselves as women who actualize themselves.

The self-actualization of women in the IWAPI organization, FKMI is not at all hampered by government regulations or discriminatory government policies. Based on the observations and documentation data of women researchers at the IWAPI organization, FKMI encourages self-improvement through self-actualization in family and community life in the city of Medan.

The informant described that the role of self-actualization according to the case that the informant met was as a consequence as a manifestation of life and as a contribution to the role of women in the present and in the future as a career and addition to family financial income. Understanding the factors that play a role for a woman, understanding the existence of peer factors that support self-actualization, understanding the existence of factors because supportive colleagues will be a separate strength for women. This is also due to the need for a woman who always wants to talk and be understood as well as part of the social support of colleagues. Likewise, organizations that support success to improve careers become external factors. Internal factors are motivation, commitment and a strong spirit from the person concerned. The important thing from all of this is what and how the contribution of women's roles can actualize themselves optimally and optimally, so as to provide a level of usefulness and satisfaction.

DISCUSSION

The contribution of women's role is increasingly important in social life. The number of self-actualizations with the demonstration of productive abilities, both in terms of leadership, marketing and other organizations which are women's self-actualization in social life. This productivity is shown by the rise of women who lead organizations both formally and in the form of fostered organizations carried out by the regional government together with related agencies. IWAPI is a form of organization formed under the guidance of the Indonesian Chamber of Commerce and Industry (KADIN), together with the FKMI group and Islamic studies circulating in the city of Medan.

The majority of these organizations are a form of self-actualization in improving the economy with MSMEs and encouraging the level of home industry productivity among the community. Women as the capital city of Medan which consists of various layers, both educational level, social and needs provide a dynamic picture of the problem. In addition to the husband as the head of the household who experienced a condition due to a pandemic and WFH with income cuts which gave a change in the household financial sector.

Data held by the women's association group in the city of Medan:

TABLE 3: the women's association group in the city of Medan

No	Organization	Total
1	Ikatan Wanita Pengusaha Indonesia (IWAPI)	300
2	Forum Komunikasi Muslim Indonesia (FKMI)	250
3	Ikatan Perempuan Muslim Indonesia (IPEMI)	300
4	Dharma Wanita Persatuan Kota Medan	400
5	Gabungan Organisasi Wanita (GOW)	200

Source: Data processed, 2021

Declining incomes provide space for women to actualize themselves as beings who have a conscience in exploring their potential, making conditions for extracting skills that are contributing to the family economy in particular and society in general.

CONCLUSSION

From the results of the research and discussion above, it can be concluded as follows:

1. The picture of women's self-actualization is a form of developing their potential which is a manifestation of self-actualization of women who have the ability to develop their careers. The actualization of women is also chosen as a career and a promising future and has a recognized status in society.
2. To find out what factors play a role in self-actualization divided into internal and external factors. The factors that determine self-development are divided into external, namely colleagues and the organization. While the internal factors are motivation, commitment and a strong spirit of the person concerned. However, the urgency and the important point is that the person concerned wants to develop himself or not.
3. The role of these self-development factors is very instrumental for people's lives in general and in particular the development of self-actualization. Colleagues and organizations can provide encouragement and support even though they cannot play as big a role as they do, because self-development is a felt need that is important.

The suggestion submitted by the researcher is the hope that this research will provide a new color of knowledge and new insights regarding the contribution of self-actualization of women's roles. And it becomes the next step for scientific development in the development of human resources, as an information dimension whose implementation of self-development can continue to be developed so that self-actualization analysis is not only limited to being researched by researchers but also becomes a holistic and sustainable model of women's actualization.

Researchers also hope that this research can provide positive input and contribution to women and to the IWAPI organization, FKMI for the development of human resources by continuously honing self-competence and actualizing them on an ongoing basis, by giving awards for the realization of targets made in the IWAPI organization, This FKMI is under development and is still gender-differentiated.

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