

THE ROLE OF WOMEN IN ACTUALIZING THEMSELVES IN THE LIFE OF THE MEDAN CITY COMMUNITY

Nur Aisyah

Universitas Medan Area, Indonesia

Email: nuraisyah@staff.uma.ac.id

*Correspondence: nuraisyah@staff.uma.ac.id

Abstract: North Sumatra has a population of 14.8 million people, and Medan municipality has 2.4 million people, consisting of 1.21 million men and 1.22 million women. Women are more than men, with the assumption that self-actualization is more shown by women. The purpose of this study is how the role of women in self-actualizing in the life of the Medan city community. This research uses data collection methods through qualitative methods of case study interviews through informants. The subjects of this research are 4 women who are members of the IWAPI Organization, FKMI. The results showed that women's self-actualization is the potential of a person, especially women, to be realized and maximize their potential, in this case the women in the IWAPI Organization, FKMI and have chosen and determined the choice of organization as a suitable forum and are able to position themselves as self-actualizing women. The self-actualization of women in IWAPI, FKMI and these organizations is not at all hampered by the existence of government regulations or government policies that are discriminatory. Based on observations and documentation data from women researchers in the IWAPI Organization, FKMI that along with the impact of the COVID-19 pandemic, encourages self-improvement through self-actualization in the family and community life of Medan city.

Keywords: Self-Actualization, Women, Medan City

INTRODUCTION

The development of science and technology makes the conditions of social life increasingly complex. Indonesia is a country that has a high population rate with more women than men. The amount of world population growth that is increasing is indicated by the commemoration of every July 11 as World Population Day. This is indicated by the improved reproductive rate of women, higher life expectancy and improved 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 by 2050.

The commemoration of World Population Day on July 11, 2020 provides a view of 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 being 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 Central Bureau of Statistics). From the results of the 2020 Population Census in Sumatra, it is inhabited by 21.68 percent. North Sumatra has a population of 14.8 million people. Meanwhile, Medan municipality has 2.4 million people, consisting of 1.21 million men and 1.22 million women. There are more women than men, assuming that more self-actualization is shown by women. (<https://sumut.bps.go.id>).

Furthermore, economic studies discussing gender issues, especially comparing the income of fathers with women according to (Chadwick & Solon, 2002); (Korupp et al., 2002); (Ermisch et al., 2006) show that the importance of mothers in mobility patterns helps household financial problems and increases family income. The role of existing organizations in Medan provides space for movement as a manifestation of exploring a woman's potential, in addition to the consequences of the covid-19 pandemic, which provides conditions for reduced family income.

Women as mothers of children who manage households must be able to manage time, all the routines they do every day are always repetitive, therefore we appreciate their skills in managing all of that. Part of society, whether as parents, communities, or institutions,

both play an important role in fulfilling the need for self-actualization. Women with conditions that provide social life contribute to being able to take part in accordance with the abilities that a woman has with all her abilities and limitations between households and organizations shown in Medan city. Women's organizations with all the dilemmas and colors of life in society provide an illustration of the development of space for life in society. Medan City has a women's organization consisting of 92 women's organizations incorporated in the North Sumatra Women's Organization Cooperation Agency (BKOW) which has great potential that is needed in supporting and succeeding the development of North Sumatra, especially in Medan city in social life, namely the IWAPI Organization, FKMI.

The data shows that women dominate as a workforce and self-actualization, as in the proportion of female workers from 2018 to 2019. According to the Central Statistics Agency (BPS) report, 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 a year later to 48.75 million people. However, the proportion of women to total workers decreased, from 38.66% to 38.53% in 2019. Female workers are most likely to work in service businesses. Their dominance reached 58.04% compared to male service workers in 2019. This condition

increased by 0.87% compared to the previous year. Women work as service business personnel at 58.91% compared to men. In the midst of Covid-19, women who previously did not work and organize who were not the workforce, now enter the world of work by actualizing the exploration of the potential of their expertise and skills in accordance with the ability of the women themselves to help the family economy.

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

From this description, it shows how the role of women in actualizing themselves 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 the benefit of family and community life, especially appreciation for children with conditions that are still in their character development period.

RESEARCH METHOD

Type of Research

The research method chosen by the researcher is 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 were when helped by a wife as a woman who self-actualized according to the exploration of her potential in a community organization. Furthermore, to find out what factors play a role in the life with self-actualization of these women.

Research Informants

There are 4 informants in this study who were taken from the IWAPI Organization, FKMI which consists of the Chairperson and other administrators.

Data Collection Method

Researchers in analyzing data do so by observing, identifying, explaining in depth the results of the research. The data collection technique that researchers conducted was interviews with the main informants, namely the female sample and then triangulated with interviews, key informants, namely women as Chairpersons and who are administrators of these organizations from existing observation and documentation data. In the data validation technique, researchers will triangulate data sources from interviews, observation and documentation and then match them back to the informant. As explained by (Creswell, 2015) explains that a researcher can involve two data validation procedures in research,

namely triangulation of data sources and returning the entire narrative of textual and structural descriptions to informants for examination of supporting data.

Data Analysis Technique

The stages of research used by researchers are divided into the data collection stage where researchers in conducting this research collect data; data reduction, when all data is collected, the next stage is that researchers analyze it using data reduction techniques, namely summarizing, selecting and focusing on the things needed in this study. By using triangulation for interview data,

documentation, and observation; data exposure, which is when researchers re-describe the data that will be reduced and match it with informants.

RESULTS AND DISCUSSION

Research results

This research took place in Medan city which has women workers and who are members of an organization. The main informants of this research have the following criteria: functional as the Chairperson 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	Person
1	Main Informants	2
2	Key Informants	2
Total		4

Table 2. Informants by Age

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

The results of the research found by researchers that the background of self-actualization is the desire to foster a career for 2 people (informants A and B), this is due to self-actualization and provides a need for appreciation for these informants, while the physical and psychological needs of the spouse and extended family have been met. And for informants A and B, they have had structural positions for less than 5 years

but in positions chosen in the organization. In other informants (X and Z) the background of self-actualization by the desire to foster a career and economic demand factors as many as 2 people, this is because the woman's husband or partner has died, and she has children who must be supported. And women X and Z are housewives who foster careers due to a desire to improve financially and not a manifestation of

self-actualization. This means that fostering a career together cannot be maximized because it is also focused on economic needs.

From the results of the triangulation that researchers conducted, the husbands of the first and second informants have husbands who work and financially have no problems. And their husbands do not question their wives' work as well as observations of the houses occupied by these two main informants seen in the middle to upper housing complex. In the main informants (Z and X), the observation results still live in a house owned by in-laws or parents.

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

Informants' views on ideal housewives according to informants for all informants A, B, X and Z can divide their time and roles with their families and able to support each other between

household and career. In other words, being able to position yourself as a working mom, when at work can be fully responsible for work and complete the job. When at home, focus on the family and provide the best version of the mother for the family. The informant's perception of this is that for informants Z and X, it is still not ideal because sometimes family matters are interrupted by work matters, for example, sometimes while organizing to foster a career, selling must take care of children or fulfill the wishes of the husband. Meanwhile, informants A and B are ideal because they organize and carry out activities related to self-actualization.

According to informants, the obstacles in carrying out dual roles vary from no obstacles at all to small obstacles but can be resolved to difficulties in dividing time experienced by informants. The point is that the obstacles of each informant can still be overcome even though sometimes it is just difficult to divide the time between organizational duties and housewife duties, the rest is not there because the husband is actually very supportive of the work.

Women's self-actualization is the potential of a person, especially women, to be realized and maximize their potential in this case the women in the IWAPI Organization, FKMI have chosen and determined the appropriate work choices and are able to position themselves as self-actualizing women.

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

Informants describe that the role of self-actualization as according to the cases that informants encounter is because of being in the present and future as a career. Understanding the existence of factors that play a role for a person, understanding the existence of peer factors that support self-actualization understands the factor because supportive peers will be a separate force for women. This is also due to the needs of a woman who always wants to tell and be understood and part of peer social support. Likewise, organizations that support success to improve careers become external factors. Internal factors are the motivation, commitment and passion of the person concerned. The important thing about all of this is what and how women can actualize themselves to the fullest and optimally, so that they are able.

DISCUSSION

The role of women is increasingly important in social life. The amount of self-actualization with the demonstration of productive abilities, both in terms of leadership, marketing and other organizations which are the self-actualization of women in social life. This productivity is shown by the rise of women who chair organizations both formally and in the form of fostered organizations carried out by the local government together with related agencies. IWAPI is a form of self-actualization formed under the guidance of KADIN, along with FKMI, IPEMI and Pengajian groups circulating in Medan City.

Most 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. The mothers of Medan City who consist of various layers, both educational, social and needs levels provide a dynamic picture with their problems. In addition, the husband as the head of the household is experiencing a condition due to the pandemic with WFH with income cuts that provide a change in the household financial sector.

Table 3. Data held by the Medan City Women's Association

No	Group	Person
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, 2022

Declining income provides space for women to self-actualize as a form of conscience in exploring their potential, making conditions for extracting skills that contribute to the family economy in particular and society in general.

CONCLUSION

From the results of the research and discussion above, it can be concluded as follows: 1). The picture of women's self-actualization is as a form of developing their potential as a manifestation of self-actualization of women who can develop their careers. Women's actualization is also chosen as a career and is promising in the future and has a recognized status in society. 2). To find out what factors play a role in self-actualization, researchers divide into internal and external factors. Factors that determine self-development are divided into external, namely colleagues and organizations. While internal factors are motivation, commitment and strong enthusiasm of the person concerned. However, the urgency and important point is that the person concerned himself wants to develop himself or not. 3). The role of these self-development factors is very instrumental for people's lives in general and especially 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 need that is felt to be important.

The suggestion conveyed by the researcher is the hope that this research provides a new color of knowledge and new insights about women's self-actualization. And become the next step for scientific development in human resource development, as a dimension of information that the implementation of self-development can continue to be developed so that the analysis of self-actualization is not only limited to those studied by researchers but also becomes a holistic and sustainable model of women's actualization.

Researchers also hope that this research can provide input and positive contributions to women and for the IWAPI Organization, FKMI for human resource development by continuously honing self-competence and actualizing on an ongoing basis, by giving awards for the realization of targets made in the IWAPI Organization, FKMI in development and still distinguishing gender.

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