

RINGKASAN

Kepemimpinan perempuan menjadi isu publik yang selalu diperbincangkan, dan telah memancing polemik dan debat antara yang pro dan kontra terhadap pemimpin perempuan dalam sebuah negara, kendatipun pengakuan atas hak dasar kemanusiaan tampak mengalami peningkatan yang signifikan diberbagai belahan dunia. Pengakuan ini juga berlaku atas hak perempuan sebagaimana yang sejajar dengan laki-laki.

Doktrin Agama seringkali dijadikan untuk membenarkan tindakan tidak adil dan bahkan tindakan kekerasan terhadap kaum perempuan. Doktrin Agama dianggap sebagai sesuatu yang baku dan tidak bisa ditafsirkan, sehingga posisi marginal perempuan dalam Agama dianggap takdir yang tidak dapat diubah. Selain Agama, budaya juga mempengaruhi terbentuknya struktur dan sosial politik yang timpang di masyarakat, sehingga perempuan yang pada posisi lemah hanya bisa bertahan dalam budaya patriarki.

Berdasarkan latar belakang masalah dan rumusan masalah diatas, maka dalam penelitian ini menggunakan penelitian observasional dengan pendekatan survai dan bertujuan untuk menganalisis kepemimpinan perempuan dalam birokrasi pemerintahan. Perspektif yang diambil untuk menganalisis kepemimpinan perempuan adalah perspektif sosial politik, Agama, dan budaya. Ketiga faktor tersebut, mempunyai pengaruh besar dalam penentuan konstruksi masyarakat yang meneguhkan ideologi jender yang bias.

Dari hasil pengujian statistik dengan menggunakan uji F menunjukkan ada pengaruh gaya kepemimpinan, faktor sosial, agama, budaya secara bersama – sama terhadap prestasi kerja Bupati di Kabupaten Tuban, namun hanya 29,1 % perubahan variabel Y disebabkan oleh perubahan variabel X_1 sampai X_4 . Sedangkan sisanya yaitu 79,9 % disebabkan oleh variabel lain yang tidak masuk dalam model.

Maka hasil penelitian menunjukkan ada pengaruh yang signifikan antara variabel gaya kepemimpinan (X_1) terhadap prestasi kerja bupati Kabupaten Tuban. Sedangkan untuk variabel faktor sosial (X_2), budaya (X_3) agama (X_4) tidak berpengaruh secara signifikan terhadap prestasi kerja bupati Kabupaten Tuban. Dengan demikian faktor eksternal seperti sosial politik, budaya dan agama bukan merupakan faktor yang menghalangi prestasi dan kemampuan kerja dari Bupati Tuban

SUMMARY

ANALYSIS ON WOMAN LEADERSHIP IN GOVERNMENTAL BUREAUCRACY

Abdullah Faiq

Woman leadership becomes an interesting public issue, resulting in polemics and debates between those who support and those who refuse the leadership of woman in a country, although the recognition of human fundamental rights has become increasingly significant worldwide. This recognition is also in effect for the rights of woman, which are equal to those of man. The recognition of human rights is manifested in the various efforts attempted by thousands of activists in humanity movements, particularly the feminists or those who strive for the rights of woman.

Unfortunately, religious doctrines are often used to justify injustice actions, even violence, against woman. Those doctrines are regarded as strict and uninterpretable, so that marginal position of woman in religion is seen as unchangeable fate. In addition to religion, culture also affects the formation of unfair social and political structure in the society, so that woman in her disadvantageous position can only survive within a depressing patriarchal culture.

Based on those considerations, this study was aimed to analyze woman leadership in governmental bureaucracy. Perspectives taken to analyze woman leadership were from social, political, religious, and cultural perspectives. These three factors have major influence in determining social construction in establishing biased gender ideology.

Results of statistical analysis using F test revealed simultaneous influence of leadership style, social factor, religious factor, and cultural factor on the achievement of *Bupati* at the District of Tuban. However, it was only 29.1% of the change in variable Y affected by the change in variable X_1 to X_4 . The rest 79.9% were caused by other variables not included in the model. Additionally, there was significant influence of the variable of leadership style (X_1) on the achievement of the *Bupati* of the District of Tuban, while social (X_2), cultural (X_3), and religious (X_4) variables had no significant influence on the achievement of the *Bupati* of Tuban. Conclusively, external factors, such as social, political, cultural, and religious factors, are not obstacles for working capability and achievement of the *Bupati* of Tuban.

ABSTRACT

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Keywords: *Woman leadership, leadership style, working capability*