The Influence of Gender Equality in The Role of Work Preferences and Career Choices in Jakarta

Devina Shabrina Amelza
Undergraduate Program, School of Business and Management
Bandung Institute of Technology
BA Business Management
University of Hull
devina_shabrina@sbm-itb.ac.id , D.S.Amelza-2020@hull.ac.uk

Abstract

Gender discrimination is a problem caused by a variety of external factors, including education, salary, and gender roles, all of which can lead to gender inequality in various aspects of life. This statement has finally led researchers to learn about gender equality in a Jakarta company and the factors that influence it. The purpose of this study is to understand gender equality from the perspective of the respondent, namely company employees. Based on several literature reviews related to factors regarding gender inequality written in several journals, the researchers found that there are still some gender inequalities that occur between men and women, where the dominance of men is still higher than women. Therefore, to prove this research, the researcher intends to make a research journal by examining gender equality that occurs in a company in Jakarta, Indonesia. With a minimum of 100 employees, the researcher uses a questionnaire method to determine the views of the company's employees on expectations and actual conditions that occur. SmartPLS will be used to process the obtained data in order to perform the expected calculations. From the research results, this study concludes that there is no gender inequality in the company based on various external and internal factors.

Keywords
Gender inequality, employees’ perspectives, SmartPLS, gender equality

Acknowledgements

First and foremost, I praise and thank God, for his blessings throughout my research project to complete the research successfully. I am also extremely grateful to my parents for all their unconditional love, prayers, and sacrifices for educating and preparing me for my future. My special thanks is specially given to them for I can reach my degree in the UK, my dream country since I was a kid and have an honour experience that will be remembered for my future ahead. Also, I would like to express my sincere gratitude to my research supervisor, Geetha P Karunanayake, for giving me the opportunity to do research and giving me unlimited guidance throughout this research since she has truly inspired me through her vision and sincerity. The greatest gratitude is sent for her existence and explanation because it was clearly understood for me, as well as for teaching me the methodology to carry out the research. Last but not least, I’d like to thank my fellows and housemates in the UK, as well as my close friends in my home country, for sticking by me through ups and downs and never leaving each other behind.

Biography

Devina Shabrina Amelza is an undergraduate student who is currently studying her business management degree in School of Business and Management at Bandung Institute of Technology. She went on to the University of Hull for up to 8 months, pursuing her double degree in the field of International Business and Management. She is expected to graduate from both universities in October 2021.