

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

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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

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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.