

The Role of Women in Self-Actualizing in The Life of The Community 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 study is how the role of women in self-actualization in the life of the people of Medan city. This study uses data collection methods through a qualitative method, case studies, interviews through informants. The subjects of this study were four women who are members of the IWAPI Organization, FKMI. The results show that women's self-actualization is a person's potential to realize and maximize their potential, especially for women. In this case, the women in the IWAPI Organization, FKMI, have chosen and determined an organization's choice as an appropriate forum. Therefore, they can position themselves as women who actualize themselves. Women's self-actualization in the IWAPI, FKMI organizations is not hampered by government regulations or discriminatory government policies. Based on observations and documentation data of women researchers at the IWAPI Organization, FKMI that along with the impact of the COVID-19 pandemic, encouraging self-improvement through self-actualization in family and community life in the city of Medan.

Keywords: *Self-Actualization, Women, Medan City*

1. Introduction

The development of science and technology makes the conditions of social life increasingly 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 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 (www.un.org).

Commemoration of World Population Day on July 11, 2020, provides an insight into the health and rights of women and children during the Covid-19 pandemic, the discovery of many women as medical personnel 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 Bureau of Statistics). 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 [1], Korupp, Ganzeboom, and Lippe [2], Ermisch, Francesconi, and Siedler [3], show that the importance of mothers in the pattern of mobility helps household financial problems and increases family income. Thus, the role of organizations in the city of Medan provides space for movement as an embodiment 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 constantly repeated. Therefore we appreciate the expertise in managing all of them. Part of the community, both as parents, society, and institutions, plays a vital role in meeting the need for self-actualization. Women with conditions that provide social life contribute to being able to participate by 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 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 excellent 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 shows that women dominate as labor and self-actualization, as in the proportion of female workers from 2018 to 2019, According to a report from the Central Statistics Agency (BPS), there was a growth in 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. Amid this Covid-19, women previously did not work. They 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 by 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 relatively 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. is because the role of women in exploring their potential, according to Aisyah [4], is to be yourself who can develop your potential and express yourself through your potential.

This description 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 significant 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.

2. Research Mmethod

Type of Research

The research method chosen by the researcher is a

qualitative case study. The researcher chose this because it was considered appropriate. After all, the researcher wanted to know how the husband's life and income would be when assisted by a wife as a woman who actualizes herself following 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

4 informants in this study were taken, including the IWAPI Organization, FKMI consisting of the General Chair, and other administrators.

Method of Collecting Data

Researchers analyze the data by observing, identifying, and explaining in depth the research results. The data collection technique that the researcher uses is interviews with the primary informants, namely the sample of women, and then triangulated with interviews. The key informants are Women as Chairmen and the administrators of the organization from the existing observation and documentation data. The researcher will triangulate data sources from interviews, observations, and documentation in the data validation technique and then match them back to the informants. As explained by Cresswell [5], explains 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 stage is the researcher analyzes 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.

3. Result and Discussion

This research takes place in the city of Medan, which has female workers who are members of an organization. The primary 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	Amount
1	main informant	2 persons
2	key informants	2 persons
Total		4 person

Table 2. Informants by Age

Number	Group	35-45 th	46-55 th	Amount
1	Informan	1	1	2 persons
2	Informan 2	1	1	2 persons
Total		2	2	4 persons

The results found by the researcher that the background of self-actualization is the desire to build a career as much as two people (informants A and B). This is due to self-actualization and provides a need for respect for the informant. In contrast, the physical and psychological needs of the partner and big family have been fulfilled. Moreover, informants A and B have structural positions of less than five years but in selected positions in the organization. In other informants (X and Z), the background of self-actualization by the desire to build a career and the economic demand factor is two people. This is because the husband or female partner has died and has children who must be financed. Furthermore, 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 triangulation results that the researchers did, the husbands of the first and second informants have husbands who work and do not have financial problems. Moreover, their husbands do not mind their wives' work, and observationally, the house occupied by the two primary informants is seen in the middle to the upper-class housing complex. On the other hand, in the primary informants (Z and X), the results of the observations still live in the house belonging to the in-laws or parents.

The informant's view of the ideal woman is that she can carry out and be responsible for fulfilling 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.

According to the informant, the informant's view of the ideal housewife for all informants A, B, X, and Z can share their time and roles with their families and support

each other between households and careers. In other words, they were able to position themselves as a working mom. When at work, you can be fully responsible 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, 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.

Discussion

The role of women is increasingly important in social life. The number of self-actualization by showing productive abilities, both in terms of leadership, marketing, and other organizations, are women's self-actualization in social life. This productivity is shown by the rise of women who lead organizations formally and in the form of fostered organizations carried out by the regional government and related agencies. IWAPI is a form of self-actualization that was formed under the guidance of KADIN, together with the FKMI, IPEMI, and recitation groups circulating in the city of Medan.

Most of these organizations are a form of self-actualization in improving the economy with MSMEs and encouraging home industry productivity levels among the community. The capital city of Medan, which consists of various layers, educational level, social and needs, provides 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 with WFH with income cuts, which changed the household financial sector. Data held by the women's association group in the city of Medan: Data held by the women's association group in the city of Medan.

Number	Association	Amount
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 contribute to the family economy in particular and society in general.

4. Conclusion

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

1. The description of women's self-actualization is as a form of developing their potential for self-actualization of women who can develop their careers. Therefore, the actualization of women is also chosen as a promising career and in the future and has a recognized status in society.
2. To determine what factors play a role in self-actualization, the researcher divides it into internal and external factors. The factors that determine self-development are divided into external, namely colleagues and the organization. At the same time, the internal factors are motivation, commitment, and a strong spirit of the person concerned. However, the urgency and the critical point is that the person concerned wants to develop himself.
3. The role of these self-development factors is significant 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 significant 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 women's self-actualization. Moreover, it becomes the next step for scientific development in human resource development, 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.

The researcher also hopes that this research will be able to provide positive input and contribution to women and 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.

5. References

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