

**POLA ADAPTASI PEREMPUAN DI TEMPAT KERJA
PADA INDUSTRI KONSTRUKSI**

TESIS

diajukan untuk memenuhi sebagian syarat untuk memperoleh gelar
Magister Pendidikan pada Program Studi Pendidikan Teknologi dan Kejuruan



oleh

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**PROGRAM STUDI
PENDIDIKAN TEKNOLOGI DAN KEJURUAN
SEKOLAH PASCASARJANA
UNIVERSITAS PENDIDIKAN INDONESIA
2022**

POLA ADAPTASI PEREMPUAN DI TEMPAT KERJA PADA INDUSTRI KONSTRUKSI

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S.Pd. Universitas Negeri Semarang, 2019

Sebuah Tesis yang diajukan untuk memenuhi salah satu syarat memperoleh gelar
Magister Pendidikan pada Program Studi Pendidikan Teknologi dan Kejuruan

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Agustus 2022

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ABSTRAK

Industri konstruksi sebagai salah satu sektor industri yang perkembangannya cukup pesat memiliki tuntutan untuk responsif terhadap perbedaan termasuk perbedaan gender dan inklusi sosial. Keberadaan perempuan di industri konstruksi yang hanya terwakili kurang dari 10% dianggap menjadi peluang untuk mengisi kesenjangan di industri dalam hal penyiapan tenaga kerja terampil dan rekomposisi sumber daya manusia, sebab secara kompetensi tak ada perbedaan antara laki-laki dan perempuan. Namun ketika memasuki industri konstruksi, perempuan harus menghadapi hambatan dan tantangan, seperti budaya maskulin, disparitas upah, diskriminasi gender, dan stres kerja. Kemampuan adaptasi tempat kerja dianggap berpotensi untuk mengatasi kontradiksi di industri konstruksi. Maka tujuan penelitian ini adalah (1) untuk menganalisis pengaruh kemampuan adaptabilitas individu, keterampilan interpersonal, dan dukungan organisasi terhadap proses adaptasi perempuan di industri konstruksi; dan (2) untuk mengetahui kebutuhan dan pola adaptasi yang dilakukan oleh perempuan di industri konstruksi. Penelitian menggunakan pendekatan kuantitatif dengan metode survey. Instrumen disebar ke 100 pekerja perempuan di industri konstruksi wilayah Jawa Barat selama 1,5 bulan kemudian dianalisis menggunakan uji asumsi klasik, regresi linear berganda, dan kecenderungan. Hasilnya didapat bahwa (1) terjadi pengaruh secara positif dan signifikan atas kemampuan adaptabilitas individu, keterampilan interpersonal, dan dukungan organisasi terhadap proses adaptasi pekerja perempuan di industri konstruksi; artinya perempuan di industri konstruksi membutuhkan ketiga faktor tersebut secara bersama-sama dalam menerapkan proses adaptasi di tempat kerja; (2) perbedaan usia kerja yang dialami oleh perempuan menghasilkan kebutuhan dan pola adaptasi yang berbeda, namun secara keseluruhan kemampuan utama yang wajib dimiliki oleh perempuan di industri konstruksi adalah menghadapi tugas/prosedur/teknologi baru, sikap keterbukaan, dan kecocokan organisasi.

Kata kunci: Perempuan di industri konstruksi, Adaptasi tempat kerja, Pola adaptasi perempuan

ABSTRACT

The construction industry as one of the industrial sectors that is developing quite rapidly has demands to be responsive to differences including gender differences and social inclusion. The presence of women in the construction industry who is only represented by less than 10% is considered an opportunity to fill the gap in the industry in terms of preparing skilled workers and recomposing human resources, because in terms of competence there is no difference between men and women. However, when entering the construction industry, women have to face obstacles and challenges, such as masculine culture, wage disparities, gender discrimination, and job stress. Workplace adaptability is considered to have the potential to overcome contradictions in the construction industry. So the objectives of this study are (1) to analyze the effect of individual adaptability, interpersonal skills, and organizational support on the adaptation process of women in the construction industry; and (2) to find out the needs and adaptation patterns of women in the construction industry. The research uses a quantitative approach with survey methods. The instrument was distributed to 100 female workers in the construction industry in the West Java region for 1.5 months and then analyzed using classical assumption tests, multiple linear regression, and trends. The results show that (1) there is a positive and significant influence on individual adaptability, interpersonal skills, and organizational support on the adaptation process of women workers in the construction industry; it means that women in the construction industry need these three factors together in implementing the adaptation process in the workplace; (2) the difference in working age experienced by women results in different needs and adaptation patterns, but overall the main skills that must be possessed by women in the construction industry are dealing with new tasks/procedures/technology, openness attitude, and organizational compatibility.

Keywords: Women in Construction Industry, Workplace Adaptation, Design of Workplace Adaptation

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