

**ANALISIS *WORK-LIFE BALANCE* PEREMPUAN DI BIDANG  
SCIENCE, TECHNOLOGY, ENGINEERING AND  
MATHEMATICS (STEM)**

**TESIS**

*Diajukan Untuk Memenuhi Salah Satu Syarat untuk  
Memperoleh Gelar Magister Pendidikan*



Oleh:

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**PROGRAM STUDI  
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UNIVERSITAS PENDIDIKAN INDONESIA  
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Magister Pendidikan Teknologi Kejuruan

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Bandung, 07 Januari 2023

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Analisis *Work-Life Balance* Perempuan di Bidang Science, Technology,  
Engineering and Mathematics (STEM)

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**Abstrak**

Laki-laki dan perempuan diciptakan berbeda baik secara biologis dan psikologis. Perbedaan ini perlu direspon untuk memberikan keadilan dalam dunia kerja terlebih budaya laki-laki sebagai superioritas kerap menyebabkan diskriminasi terhadap perempuan baik di lingkungan masyarakat dan di lingkungan kerja. Penelitian ini bertujuan untuk mengidentifikasi dan mengeksplorasi faktor-faktor yang menghambat *work life balance* (WLB) perempuan di bidang *science, technology, engineering, and mathematics* (STEM). Metode kualitatif digunakan dengan dua teknik pengumpulan data yaitu *Systematic Literature Review* (SLR) dan wawancara. Identifikasi hambatan dan fasilitator dimulai dengan menganalisis 21 (dua puluh satu) artikel yang terbit di jurnal internasional bereputasi, selanjutnya dieksplorasi bersama dengan 7 (tujuh) informan perempuan yang bekerja di bidang STEM. Sembilan tema analitis memberikan wawasan terkait hambatan perempuan dalam mempertahankan WLB, strategi untuk memfasilitasi, dan merekomendasikan strategi untuk tenaga kerja yang berkelanjutan. Jam kerja panjang, beban kerja tinggi, diskriminasi kesempatan dan peluang promosi jabatan, kesenjangan upah, stereotipe gender, budaya patriarki, dan konflik keluarga muncul sebagai hambatan yang signifikan, sementara pengaturan kerja fleksibel, dukungan keluarga, cuti kerja, motivasi intrinsik, keadilan dan kesetaraan dalam gaji, peluang kemajuan, tanggung jawab dan rasa hormat muncul sebagai fasilitator WLB. Selanjutnya, temuan menyoroti perlunya intervensi organisasi, khususnya dalam mengatasi diskriminasi gender dan pelecehan seksual di lingkungan kerja, serta kebijakan ramah keluarga dan anak. Sintesis tersebut menyiratkan bahwa investasi dalam kesejahteraan dan produktivitas karyawan dapat berkontribusi untuk mempertahankan tenaga kerja yang lebih tangguh dan terampil, serta memastikan kesinambungan tenaga kerja perempuan.

**Kata Kunci:** Kesetaraan gender, *Work life balance*, Budaya kerja STEM, Kebijakan responsif gender.

## **Analysis of Women's Work-Life Balance in Science, Technology, Engineering and Mathematics (STEM)**

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### **Abstract**

Men and women are created differently both biologically and psychologically. This difference needs to be responded to in order to provide justice in the world of work, especially male culture as superiority often causes discrimination against women both in society and in the work environment. This study aims to identify and explore the factors that hinder women's work life balance (WLB) in the fields of science, technology, engineering, and mathematics (STEM). Qualitative methods are used with two data collection techniques, namely Systematic Literature Review (SLR) and interviews. Identification of obstacles and facilitators begins with analyzing 21 (twenty one) articles published in reputable international journals, then explored together with 7 (seven) female informants who work in the STEM field. The nine analytical themes provide insight into women's barriers to maintaining WLB, strategies for facilitating, and recommending strategies for a sustainable workforce. Long working hours, high workload, discriminatory opportunities and promotion opportunities, wage gap, gender stereotypes, patriarchal culture, and family conflicts emerged as significant barriers, while flexible work arrangements, family support, time off from work, intrinsic motivation, fairness and equity in salary, advancement opportunities, responsibility and respect comes with being a WLB facilitator. Furthermore, the findings highlight the need for organizational intervention, particularly in addressing gender discrimination and sexual harassment in the work environment, as well as family and child friendly policies. The synthesis implies that investments in employee welfare and productivity can contribute to maintaining a more resilient and skilled workforce, as well as ensuring the sustainability of the female workforce.

**Keywords:** Gender equality, Work life balance, STEM work culture, Gender responsive policies.

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