

CHAPTER 1 INTRODUCTION

1.1 Background Case

Equality of women and men in the industry has long been a topic of discussion, where the number of male workers is far more significant than women. This is caused by the assumption that men are considered more competent and logical and women who tend to be more emotional are considered to have less competence. However, in the recent, women have proven to break these stereotypes by holding important roles and their major contributions in the work environment.

Statement above has been proven by the recorded data from Central Statistic Agency (BPS) that as of February 2017, Tingkat Partisipasi Angkatan Kerja (TPAK) of female workers has been increasing by 2.33% to 55.04% from the previous percentage of 52.17% on February 2016.

The result of a research conducted by Grant Thornton in 2017, Indonesia is one of the countries that has the largest increase in the number of women holding senior or higher positions in companies with an increase from 24% in 2016 to 28% in 2017. Globally, Eastern Europe is the region that provides opportunities for women to lead in a company, which is 35%.

This significant increase proves that women are proven capable and competent in improving the country's economy and professional in their chosen field of work.

The increase in the number of female workers is not exclusive to the

industrial sector alone, but several other sectors. Recorded by the Central Statistics Agency (BPS) in the 2016 National Labor Force Survey (Sakernas), the number of working women is around 45.5 million. Agriculture, Forestry, Hunting and Fishery sectors are still the sectors that absorb the most female workers, taking up to 13.7 million people or more than 30% of female workers. Next, followed by the wholesale and retail trade sector with 10.4 million workers, and the manufacturing industry sector (manufacturing) with 6.9 million female workers.

However, different phenomena has occurred outside Indonesia, more precisely in South Korea. The Korea Statistical Information Service (KOSIS) from July 2016 noted that 52.7% of Korean women aged 15 and older participated in the workforce, compared to men with 74.7 percent. For a country that currently experiencing demographic decline, shrinking population due to aging and declining birth rates - the absence of nearly 50 percent of women from the workforce means the economy will soon face shortage of workers who can play an important role in maintaining and expanding the economy.

The problem was not that women couldn't find a job; there are numbers of women who chose to find a job through a different way than men. The unemployment rate for men is 3.8% and 3.2% for women. Women in South Korea are in favor, since men in South Korea are burdened with the obligation of undergoing military service for two years which also means their work lives are delayed. But by other actions, military service has historically given men other benefits that cannot be measured, such as a network of military superiors or social capital after serving in certain branches.

1.1.1 Career and Domestic Role

A career life has indeed been chosen and lived by women today, but this does not cover the fact that women also have the role of a mother who must be well-acted and no less important than the role of a working woman with going on career. Women aged 15 years and over who only focused on household domestic activities were recorded at 37.79% (BPS, Sakernas result of February 2016). There is also a dilemma faced by women that is choosing between focusing on work and career or fully serving and becoming a housewife. Not a few who chose both, and the choice to take a dual role as a career woman and housewife requires long and mature thinking because the responsibility to be held will be far greater and heavier than choosing one of the two choices. One of two married women dared to run the risk of facing multiple roles as workers and housewives (BPS, Sakernas February 2016).

For women who have chosen to take dual roles as working women and housewives, problems often arise because their attention is divided into two, which are focus on work and focus on carrying out duties as a housewife. As individuals who carry out multiple roles, often problems involving work and household are mixed, resulting in declining performance quality as workers.

The issue of combining work and non-work activities has become one of the challenges faced by employees and employers, because it has an impact on employee productivity and organizational performance. A research sample shows that there are negative consequences in the interaction between work and non-work employee activity. For example, it has been found that psychological tension,

turnover intentions and stress are the main consequences arising from this interaction. (Amstad et al., 2011; Rice et al., 1992). According to Haun et al. (2011), the reason is that the expectations of these two parts of life (work and non-work demands) are in conflict with each other and therefore weaken the effective implementation of these two roles.

Work-family conflict has been defined as conflicting demands that result in task interactions and family interactions that make these demands more difficult to fulfill. (Edwards and Rothbard, 2000).

Conflicts that occur between work and family life can result in stress, as Jayita and Murali (2009) have stated, demands for childcare could possibly increase stress levels for working mothers and may affect their work relationships. For example, as reported by Better Health Channel (2008), working mothers are not only burdened with stresses such as taking their children to school, meeting their deadlines in providing food and drinks, but also the complexity of getting to work on time. In addition, the situation is exacerbated if the child is suddenly infected with the disease, because traditionally women are required to care for sick children.

1.1.2 UIB and Dong-A University

Universitas Internasional Batam is one of the biggest universities in Batam Island that participates in national development and provides public education. Established in the year 2000 based on decree of the Minister of National Education of Indonesia number 160/D/O/2000, as a form of concern from Yayasan Marga Tionghoa Indonesia (YMTI) to educate the people in and around

the island of Batam. Dong-A University is a private university in Busan, South Korea. Author would be conducting the research at two of these universities to later compare the results.

Based on the explanation above, the author wants to conduct a study entitled "**Comparative Research on The Effect of Childcare Demands on Employee Performance with Team Support as Moderating Variable of Working Mothers in South Korea and Indonesia.**"

1.2 Scope of the Problem

Based on the background above, the problems of this study are as follows:

1. Is there any effect on employee performance from childcare demands?
2. Does the team support influence the relationship between employee performance and childcare demands?

1.3 Objectives and Benefits

1.3.1. Objectives

Based on the problems above, the objectives of this study are as follows:

1. To find out the effect of childcare demands on employee performance.
2. To find out the influence of team support on employee performance and childcare demands.

1.3.2. Benefits

The benefits of this study are as follows:

1. For management purpose: This study can be beneficial as a suggestion for company management in optimizing employee performance, especially working mothers.
2. For academic purpose: This study can be beneficial as a guideline for subsequent studies and subsequent research is expected to improve and add to the shortcomings of this research.

1.4. Systematic Discussion

This systematic discussion is aimed at providing an outline explanation related to the content and discussion of each chapter. The discussion of this study consists of five chapters:

CHAPTER I : INTRODUCTION

In this chapter, author presents an explanation of the background of the chosen title, the formulation of the research problem, the aims and benefits of the research as well as the systematic discussion of the preparation of the thesis as a whole.

CHAPTER II : LITERATURE REVIEW AND FORMULATION OF HYPOTHESES

This chapter contains theoretical concepts that will be used as framework to solve the issues during working process. This chapter will be focused on the literatures used to discuss theories relevant to the problems.

CHAPTER III : RESEARCH METHODS

This chapter determines and describes the basis used in research to solve problems that include: research design, research objects, data collection techniques, data analysis methods and hypothesis testing.

CHAPTER IV : ANALYSIS AND DISCUSSION

This chapter will discuss the results of data testing and discussion of the results of the study.

CHAPTER V : CONCLUSIONS, LIMITATIONS AND SUGGESTIONS

In this chapter the author will explain the final conclusions of the entire discussion, the limitations existing in the study and recommendations for subsequent researchers.