

Women's Perspectives on Career in Family and Community Environment

Uswatun Hasanah Harahap, Mizanul Hasanah
Universitas Islam Negeri Sumatera Utara
Institut Pesantren KH Abdul Chalim Pacet Mojokerto
uswa.hrp1405@gmail.com, mizanulhazanah@gmail.com

Received: 03-11-2021

Revised: 26-12-2021

Accepted: 23-01-2022

Abstract

This article begins with the writer's anxiety about society's thinking about the functions and duties of women currently. Not only society, but even families among women also highlight the changes in women today. Intense competition in a career today is different from the past. Many men take on career roles and work outside the home. However, over time the need for talented people is not just looking at gender. Now, women can take on any role that men can play. The question is what about society's view of women with careers. Especially women who are married but still have a career. This study aims to determine how the perspective of women who have a career towards their families and surrounding communities. The research method used is descriptive qualitative with a case study approach. The instrument used is a direct interview with the researcher with the resource person. This study focused on one family in North Sumatra. The results of the study show that inequality in society is unavoidable. However, the importance of the role of the family in understanding the changing times and the support and cooperation to understand each other's functions and roles of women in careers.

Keywords: Carrier Woman Perspective, Family, and Society

Abstrak

Artikel ini berawal dari kegelisahan penulis tentang pemikiran masyarakat fungsi dan tugas perempuan pada saat ini. Tidak hanya masyarakat bahkan keluarga dikalangan perempuan juga ikut menyoroti perubahan perempuan masa kini. Persaingan yang ketat dalam berkarir saat ini berbeda dengan zaman dahulu. Laki laki banyak mengambil peran akan karir dan bekerja diluar rumah. Namun, seiring perjalanan zaman kebutuhan akan orang-orang yang berbakat bukan hanya melihat jenis kelamin. Sekarang, perempuan dapat mengambil peran apapun yang dapat diampuh oleh laki-laki. Pertanyaannya adalah bagaimana dengan pandangan masyarakat tentang perempuan berkarir. Apalagi perempuan yang sudah berkeluarga namun tetap berkarir. Penelitian ini bertujuan untuk mengetahui bagaimana perspektif perempuan yang berkarir terhadap keluarga dan masyarakat sekitarnya. Metode penelitian yang digunakan adalah kualitatif deskriptif dengan pendekatan studi kasus. Instrument yang digunakan adalah wawancara langsung peneliti dengan narasumber. Penelitian ini difokuskan pada satu keluarga di Sumatera Utara. Hasil penelitian menunjukkan bahwa kesenjangan dalam masyarakat tentu tidak dapat dihindari. Namun, pentingnya peran keluarga dalam memahami perubahan zaman serta adanya dukungan dan kerja sama dalam upaya saling memahami fungsi dan peran perempuan berkarir.

Kata Kunci: Perspektif Perempuan Berkarir, Keluarga, dan Masyarakat

INTRODUCTION

Today, it is found that a person's perspective influences a person's success to be himself. This kind of inner turmoil is in fact present in Indonesian society. Various perspectives on gender are always linked, while also associated with intelligence, especially women who are on the same level as men.¹ In this case, competition is good academically, politically, socially, culturally, as well as wide employment opportunities regardless of gender.² Making everyone vying to appear to get financial sufficiency.

The rapid development of the world of education today opens up a wide enough space for women to look attractive in the career arena as it is today. Starting from politicians, academics, ministries, the state, and so on, women have succeeded in these positions.³ In the education sector itself, all levels and types of education were successfully entered by women. There are almost no men, except for education in Islamic boarding schools such as the profession of clerics and clerics. All majors and study programs, from humanities to engineering are openly entered without distinction of gender. How the world today seems to open its doors wide for women.⁴

The freedom to get an education also unwittingly opens opportunities for women to win quite a tight competition, especially job competition. This is because education, which is considered a passport to get a job, has created a new caste in modern life. People are considered capable, capable, and worthy of being accepted in a job by looking at their education. In addition, success in the educational process or academic ability symbolized by the Cumulative Achievement Index (GPA) is also used as a barometer for consideration in accepting prospective workers⁵.

Unwittingly, this condition has shifted the competition to get a job into a feud to get a place in the world of education. Seize opportunities regardless of gender. The assessment of all of that becomes more objective. Because competition for education is determined more by academic ability, the position of women is very advantageous. In the past, women's activities were very limited in the sense that everything women did was controlled and restrained. So, it's only natural that women's activities used to be timeless from the so-called homework. Because women's access was limited and the thought at that time was that only men were required to

¹ Judit García-González, Patricia Forcén, dan Maria Jimenez-Sanchez, "Men and women differ in their perception of gender bias in research institutions," *PLOS ONE* 14, no. 12 (2019): e0225763, <https://doi.org/10.1371/journal.pone.0225763>.

² Anaway Mansyur dan Dede Hidayat, "Analisis Kebutuhan Wanita Karir Di Bidang Pendidikan Era Millennial," *PSIKOLOGI KONSELING* 17, no. 2 (24 Desember 2020): 695–706, <https://doi.org/10.24114/konseling.v17i2.22072>.

³ Siti Nur Alfia Abdullah, "Analisis Wacana Sara Mills Tentang Kekerasan Perempuan dalam Rumah Tangga Studi Terhadap Pemberitaan Media Kumparan," *Jurnal Dakwah dan Komunikasi* 4, no. 2 (2 Desember 2019): 101–20, <https://doi.org/10.29240/jdk.v4i2.1236>.

⁴ Apip Rudianto, "Implementasi Bimbingan Keagamaan Petuah dalam Mengantisipasi Kenakalan Remaja di Madrasah Aliyah Ar-Rosyidiyah Kota Bandung," *Syifa al-Qulub* 2, no. 1 (20 Juli 2017): 47–57, <https://doi.org/10.15575/saq.v2i1.2758>.

⁵ Supriadi Ishak, & Torro, "Jurnal Sosialisasi Pendidikan Sosiologi-FIS UNM," *jurnal sosialisasi pendidikan sosiologi-FIS UNM* 3, no. 2 (2016): 136–42.

have activities outside the home. The goal was actually quite good, namely to protect women at that time⁶.

METHOD

In this study, the researcher used a qualitative method with a case study approach. Moleong in Sugiyono explains that the research procedure is to produce descriptive data in the form of written and spoken words from sources that are observed in terms of behavior, facial expressions, and attitudes. In particular, the research approach taken is a case study. Researchers feel it is more appropriate to use this method to obtain in-depth information about how women's perspectives have a career on their own, both in their families and in the surrounding community⁷.

Yin states that a case study is an empirical inquiry that explores phenomena in real-life contexts when the boundaries between phenomena and context are not clearly visible. The advantages of case studies are that case studies provide important information regarding variable relationships and processes that require broad and in-depth explanation and understanding, furthermore case studies provide an opportunity to gain insight into the basic concepts of human behavior and can draw expressions when explaining something complicated. It is very clear what expressions can be captured by researchers when interacting with sources. Then, case studies can present data and findings that are very useful as a basis for building a background problem for planning larger and in-depth research, in the context of developing social sciences⁸.

The instrument used is the researcher himself, namely by interviewing the informants directly⁹. This study only focuses on one family. The family of a woman with a career includes her husband, father, mother-in-law, sister-in-law, one biological child. Living in a diverse society. However, most are farmers and private employees.

RESULTS AND DISCUSSION

Roles and Functions of Women

The development of advances in science and technology today is taking place very quickly and, in the future, it is estimated that it will be even more powerful and rapid. He added that there were many scientists who developed leading-edge technology so that many people from various types of circles and sciences competed to support and cater for all genders, both women and men. Of course, this is an opportunity for women to show off on the world stage in various fields.¹⁰

⁶ Mike A K Lovihan dan Revoltje O W Kaunang, "Perbedaan perilaku asertif pada wanita karir yang sudah menikah dengan yang belum menikah di Minahasa," *Jurnal Inovasi* Volume 7, no. No 4 (2010): 240–50.

⁷ Zein M Muktaf, "Teknik Penelitian Studi Kasus, Etnografi dan Fenomenologi dalam Metode Kualitatif," 2016, 1–5.

⁸ J. Lexy Moleong, *Metodologi Penelitian Kualitatif Edisi Revisi* (Bandung: Remaja Rosda Karya, 2009).

⁹ Sugiono, *Memahami Penelitian Kualitatif* (Bandung: Alfabeta, 2015).

¹⁰ Siti Muyhayhanah, "Peran Wanita Karir Dalam Kehidupan Rumah Tangga Islami (Studi Kasus Pada Wanita Karir Di Desa Kemloko)," *Jurnal Kajian Agama Hukum Dan Pendidikan Islam (KAHPI)*, 30 Januari 2021, 45, <https://doi.org/10.32493/kahpi.v2i1.p45-51.9370>.

In this era, gender equality is being glorified. But is that what women need? And is this what makes the function and role of women fulfilled? The answer is no. In the current period, women are actually tested with their praise and greatness as well as being tested with their roles and functions when they become one individual in a family.¹¹

Opportunities and challenges are mixed into one so that women feel they have a choice. Option to emerge or sink. Therefore, the equality of duties and obligations that are played in it must be balanced. For domestic roles, especially in the family, the role of women is to protect the image of the family, especially children and main family members from information that enters freely because it is feared that it will have a negative influence on family values.¹²

As a woman who owns and belongs to a family, she must play this role well. One of them is to instill faith and piety and responsibility. If you already have a husband, it is especially important to protect the honor of your husband and maintain harmony between each other. So that the resilience of a strong family is realized.¹³

In the public or society, there are many things that women can play in this global era. One of them is to take chances and opportunities. However, people sometimes have their own views, especially in activities that are considered less common for women then and now. As if comparing old values with new ones.¹⁴ Women have many choices according to their abilities and are clearly beneficial for themselves, their families, or society. Therefore, the problem faced in this role repositioning is how women can cross the domestic sector to the public sector and vice versa safely and steadily because currently society and even men have not fully realized and accepted the process of repositioning this role properly.

In the public or society, there are many things that women can play in this global era. One of them is to take chances and opportunities. However, people sometimes have their own views, especially in activities that are considered less common for women then and now. As if comparing old values with new ones. Women have many choices that are in accordance with their abilities and are clearly useful.¹⁵ To be able to play a balanced role in the domestic and public sectors, of course, efforts to improve the quality of women's self-need to be accompanied by the creation of a social support system that allows women to meet the formal demands of environmental objectives. work and show achievements, while in the domestic sector women can foster balanced family social interactions in a harmonious atmosphere for themselves, their families, or the community.¹⁶ Therefore, the problem faced in this role repositioning is how

¹¹ Mizanul Hasanah, "Tantangan Perempuan Ditengah Faham Feminisme Pada Komunitas Perempuan Berdaulat Di Mojokerto," *Martabat: Jurnal Perempuan dan Anak* 4, no. 1 (1 September 2020): 137–54, <https://doi.org/10.21274/martabat.2020.4.1.137-154>.

¹² Mutia Kahanna, "The Effectiveness of Women's Leadership in the Digital Era," *HUMANISMA: Journal of Gender Studies* 5, no. 2 (31 Desember 2021): 159–71, <https://doi.org/10.30983/humanisme.v5i2.4699>.

¹³ Nelsi Arisandy, "Pendidikan Dan Karir Perempuan Dalam Perspektif Islam," *Marwah: Jurnal Perempuan, Agama Dan Jender* 15, no. 2 (1 Desember 2016): 125–35, <https://doi.org/10.24014/marwah.v15i2.2643>.

¹⁴ Tanja Hentschel, Madeline E. Heilman, dan Claudia V. Peus, "The Multiple Dimensions of Gender Stereotypes: A Current Look at Men's and Women's Characterizations of Others and Themselves," *Frontiers in Psychology* 10 (2019): 11, <https://doi.org/10.3389/fpsyg.2019.00011>.

¹⁵ Michelle J Budig, Misun Lim, dan Melissa J Hodges, "Racial and gender pay disparities: The role of education," *Social Science Research* 98 (2021): 102580, <https://doi.org/10.1016/j.ssresearch.2021.102580>.

¹⁶ Mizanul Hasanah dan Muhammad Anas Maarif, "Solusi Pendidikan Agama Islam Mengatasi Kenakalan Remaja Pada Keluarga Broken Home," *Attadrib: Jurnal Pendidikan Guru Madrasah Ibtidaiyah* 4, no. 1 (23 Mei 2021): 39–49, <https://doi.org/10.54069/attadrib.v4i1.130>.

women can cross the domestic sector to the public sector and vice versa safely and steadily because currently society and even men have not fully realized and accepted the process of repositioning this role properly.¹⁷

Woman in Career

A career is a job that gives hope for advancement. Therefore, a career is always associated with money and power. On the other hand, a career is also a work that cannot be separated from the calling of life. People who live according to their calling in life will enjoy a happy life.

Currently, the number of working women, including in Indonesia, is increasing rapidly. According to Sumiyatiningsih, this condition is influenced by several factors, namely, the opportunity for women to gain access to higher education as men are getting bigger, the government's new policy also provides new opportunities for women to achieve their highest aspirations, the rapid development of the economy and industry so that it attracts women to enter the field¹⁸.

The sad thing is that in the social life of women whose careers are often associated with women working and making money. Besides that, it is unavoidable, because Indonesia is one of the largest Muslim countries in the world, so the presence of career women creates a polemic. Often it is women with careers that have problems balancing family responsibilities with work. The worst thing is a family that is not harmonious¹⁹.

The obstacle that women will face in the world of work is the tendency to male authority. Even though women have careers, their work will not be demanded to be greater than the work of men²⁰. The low level of education of women also has an impact on their position in work. The lag of women in their transitional roles is that when explored further it seems to stem from the sexual division of labor in a society where the main role of women in the household environment and the main role of men outside the home as the main breadwinner.²¹

This sexual division of labor is clearly unfair to women, because this division of labor in addition to confining women also places women in a subordinate position to men, so that the ideal of realizing women as equal partners to men, both in the family and in society may be difficult to achieve²². The obstacles faced by women in the world of work are (1) External barriers, including problems with social-cultural values that do not yet have adequate gender

¹⁷ Afif Syaiful Mahmudin, "Women's Self Actualization in The Family (Moral Teaching in Serat Wulang Reh Putri)," *Nazḥruna: Jurnal Pendidikan Islam* 4, no. 2 (12 Juni 2021): 180–94, <https://doi.org/10.31538/nzh.v4i2.1422>.

¹⁸ D Sumiyatiningsih, "Pergeseran Peran Laki-Laki dan Perempuan dalam Kajian Feminis," *WASKITA, Jurnal Studi Agama dan Masyarakat*, 2013.

¹⁹ Andi Irma Ariani, "Dampak Perceraian Orang Tua Dalam Kehidupan Sosial Anak," *Phinisi Integration Review*, 2019, <https://doi.org/10.26858/pir.v2i2.10004>.

²⁰ I Erviana, "Wanita Karir Perspektif Gender dalam Hukum Islam di Indonesia," *Fakultas Syariah dan Hukum UIN Alauddin Makassar*, 2017.

²¹ Tri Marhaeni Pudji, "Citra Perempuan Dalam Politik," *Yinyang: Jurnal Studi Islam Gender dan Anak* 3, no. 1 (23 Juni 2008): 3–16, <https://doi.org/10.24090/yinyang.v3i1.183>.

²² Y Yusutria, "Peran Wanita Karir dalam Menanamkan Nilai-nilai Agama bagi Anak melalui Pendekatan Religius (Studi Kasus Kota Padang Sumatera Barat)," *Gulawentah: Jurnal Studi Sosial*, 2020, <https://doi.org/10.25273/gulawentah.v5i1.6453>.

awareness. (2) Internal barriers that come from women themselves include readiness, willingness, consistency, and consistency in the struggle so that they can be recognized and appreciated by other parties. Providing opportunities with concessions cannot be maintained in the long term in the future. Women must prepare themselves according to their potential whether to have a career in professional, political (3) Barriers from the government system include statutory regulations.²³

Based on the explanation above, even though women have the authority within themselves to have a career, there are challenges that come from family and society. This must be addressed wisely. Of course, women have more duties to balance between their roles as women over themselves and their roles as women over their families.

The Role of Women in the Family and Society

In Islam, this is important considering how people view women will affect how they treat women. As discussed in the introduction, women in Islam actually have a high position. With this high position, women can influence human life²⁴.

It seems that family problems at present and in the future will be more complex because many changes in society are happening very fast. One of the challenges faced by families is increasingly diverse. According to Widianingsih, the family is a sub-system of society that has its own social structure and system. Therefore, the family has a strategic function in instilling the values of equality in every activity and pattern of relations between family members because it is in the family that all the structures, roles, and functions of a system are located. In addition, the challenges faced by families are also increasingly diverse²⁵.

The reality that occurs in society is social change in which old sacred values are almost extinct. This creates anxiety for families and communities. This condition greatly affects the changes in the roles played by husband and wife, which has an impact on the relationship between husband and wife in the family²⁶. In essence, the family should be the safest, most peaceful, and peaceful place for all its members. But in fact, there are still many injustices in the role and division of gender in the family (husband and wife) which results in a double burden for the wife (woman). Various problems that occur in the family are caused by social and cultural constructions that are understood and embraced by the community that is not based on the principle of gender equality. The dominant understanding is not dominant, the distribution of roles is not balanced, among family members, old values that are afraid to be abandoned, gender ideology, and so on.²⁷

²³ Sapto Budoyo dan Marzellina Hardiyanti, "Politik Hukum Penguatan Partisipasi Perempuan Dalam Pembangunan Desa Berbasis Keadilan Gender," *Administrative Law and Governance Journal* 4, no. 2 (13 Juni 2021): 239–51, <https://doi.org/10.14710/alj.v4i2.239>; Ainna Amalia Fn, "Jebakan Paternalistik Perempuan Nahdlatul Ulama Dalam Kancan Perpolitikan Nasional," *Tribakti: Jurnal Pemikiran Keislaman* 31, no. 2 (21 Juli 2020): 283–92, <https://doi.org/10.33367/tribakti.v31i2.1035>.

²⁴ Igmanur Lailiyah dan Burhanuddin Ridwan, "Peran Wanita Karir Dalam Pendidikan Islam," *AL-MISBAH (Jurnal Islamic Studies)*, 2020, <https://doi.org/10.26555/al-misbah.v8i2.1151>.

²⁵ Ismiyati Muhammad, "WANITA KARIR DALAM PANDANGAN ISLAM," *AL-WARDAH*, 2020, <https://doi.org/10.46339/al-wardah.v13i1.162>.

²⁶ Sumiyatiningsih, "Pergeseran Peran Laki-Laki dan Perempuan dalam Kajian Feminis."

²⁷ Hasanah dan Maarif, "Solusi Pendidikan Agama Islam Mengatasi Kenakalan Remaja Pada Keluarga Broken Home."

Society often positions men as more privileged, while women as second class. Although in certain community groups (middle class and educated), the relations that are built between women and men are better, if examined further, in most other community groups, the balanced relationship between women and men is still far from perfect. Problems that often arise in families where women have careers are related to the division of labor and gender stereotypes²⁸.

The author can conclude that the position of women, especially in Islamic teachings, women are glorified creatures. As a glorified being, Islam is very concerned about women's rights, both the right to education and the right to work or have a career. It can be said, long before the emancipation and gender movements fought for women's rights in education and work, Islamic teachings had started first. This article is aimed at women in today's careers. It's not just about their careers, but how their perspective looks more broadly on what other people think of them, especially their families and communities.²⁹

Analysis

An example is the case of Mrs. AAN's family where Ms. AAN works as a Civil Servant in North Sumatra. His daily routine starts from going to work in the morning until late in the evening. Not infrequently he often goes out of town if there is something that needs to be taken care of by the head office. So that time with family is only available during the weekend and is estimated at night. She currently lives at her in-laws' house with her husband and children. The reason she is closer to the place of work and the desire since marriage to join her husband. Mrs. AAN has been a Civil Servant for the past two years.

However, since the pandemic, Mrs. AAN has often been at home. Because the work can be online. Once a week sometimes have to go to the office for filing and others. Mrs. AAN's place of residence is close to the village even though her house is already in the form of housing. However, only a few. The rest are villages that are still beautiful. Here is a review of the researcher some time ago interviewing him via telephone and WhatsApp Messenger. The researcher's reason is that the current pandemic situation requires indirect interviews as usual.

Family and Community Perspectives on Women in Career

Mrs. AAN is aware of all the risks she takes to become a career woman. This she decided with her husband. For the common good, especially children. The following are the results of interviews with Mrs. AAN, her husband, father-in-law, mother-in-law, and their neighbors. Based on the results of Mrs. AAN's interview:

“Honestly, I thought carefully before taking the 2018 civil servant test. Talking with my husband who is already a permanent employee at the company. However, because my educational background is in accordance with the existing position at that time. Yes, take it. Try the prizes at first. Eh, Alhamdulillah passed. If the husband said the sustenance of the second child. I was pregnant at the time.”

Mr. MAN said the same thing as said by Mrs. AAN, such as the following interview results:

²⁸ Erviana, “Wanita Karir Perspektif Gender dalam Hukum Islam di Indonesia.”

²⁹ Samantha G. Chua, Sharmeel K. Wasan, dan Michelle T. Long, “How to Promote Career Advancement and Gender Equity for Women in Gastroenterology: A Multifaceted Approach,” *Gastroenterology* 161, no. 3 (1 September 2021): 792–97, <https://doi.org/10.1053/j.gastro.2021.06.057>.

"Sustenance is. I'm just grateful. Basically, tell the wife. We must work together. Work but don't forget your husband, children, and parents. God willing, there is me. Work now is the trust of Allah. For the future of the children too." AAN's father-in-law: "Rarely do people get sustenance for civil servants. Yes, the important thing is that you can make time and don't forget to take care of your husband."

Mother-in-law AAN: "In the past, the wife was at home. Now it's different. The wife is paying attention and wants to help her husband. Alhamdulillah, being a civil servant is everyone's dream. It's also hard to pass, isn't it?"

AAN's Neighbors (1): "I know AAN graduated... my son also joined yesterday. But didn't pass. No sustenance yet. The sustenance is like that of a civil servant. Yes, if it's a woman, if you look at the neighbors, it's a bit ragged/tilted with her husband, aka a higher position. That's a bit annoying. However, women still must know their house. That's all".

AAN's Neighbors (2): "Alhamdulillah, AAN graduated, I don't know what he does, but if he wears official clothes, he must be an employee. It's just that sometimes when the woman comes home a little late, she becomes the subject of gossip. It's normal for people to be shirked. The important thing is that he is with his family. We don't want to deal with it."

AAN's Neighbors (3): "The important thing is respect for my husband if I am... a high position is a big risk. But how compact is that person? In the morning my husband takes work while also working. Because the child is still small, his grandmother will take him if I see him". Based on the results of the interview, the researcher can conclude that Arisandy's theory says that as a woman who owns and belongs to a family, she must play this role well. One of them is to instill faith and piety and responsibility. If you already have a husband, it is especially important to protect the honor of your husband and maintain harmony between each other. This creates a strong family resilience.

Roles of Family and Society in Women's Careers

Based on the results of Mrs. AAN's interview: "People must see that I often go home early in the morning after sunset, questions must arise in their hearts. How to take care of husband's children and in-laws. Thank God I got attention from my husband and in-laws. Sometimes my mother often visits or goes to the Koran to explain my work indirectly." It helped me explain that we were fine. My husband does too. If we leave our children to school and because SDIT comes home in the afternoon, it won't be a hassle for mothers and parents-in-law at home. If it was a small one, before the pandemic, I entrusted it to the child caretaker. neighbors too."

Mr. MAN said the same thing as said by Mrs. AAN, such as the following interview results: "We never bother mom and dad at home. Have you ever thought about looking for a rented house so that it looks like you have your own home? But our parents are old. And at least we are the ones who accompany. In the local community, there are bound to be people who don't like us working both ways. But don't listen. My wife and I are compact, Alhamdulillah."

AAN's father-in-law: "*We are old. So, there's not much to take care of. Still healthy. If someone is sick, they take each other. We also don't have grandchildren that we take care of. Most play when the eldest comes home from school in the afternoon*" Mother-in-law AAN:

"I'm going to study. So often gather stories with neighbors. It doesn't make you lonely. His name is a child, he already has his own family, each of which is busy. Thank God they can be independent if the neighbors talk about it. But we're good at getting along"

AAN's Neighbors (1): "Grandmother and grandfather were friendly neighbors. Son-in-law too. I always love food. Busy like that. But not too much. Children today are different from the past. Work for children too. " AAN's Neighbors (2): "The important thing is that he is good at getting along with neighbors, not arrogant, the AAN is good with his parents-in-law, husband, and our neighbors. But no matter how busy a woman is, she should have time at home." AAN's Neighbors (3): "The important thing is to respect your husband. The people are all in unison. Our neighbors are often reprimanded. Don't be arrogant, son-in-law

Based on the results of the interview above, the author can conclude that in line with Ismiyati's theory family problems at this time and in the future will be more complex because many changes in society are taking place very quickly. One of the challenges faced by families is increasingly diverse. According to Widianingsih, the family is a sub-system of society that has its own social structure and system. Therefore, the family has a strategic function in instilling the values of equality in every activity and pattern of relations between family members because it is within the family that all the structures, roles, and functions of a system are located. In addition, the challenges faced by families are also increasingly diverse.

Supporting and Inhibiting Factors for Women in Career

Based on the results of Mrs. AAN's interview: "There are no obstacles at the moment for me. Because you have a husband who is caring and understanding. At least when you work, you have a solid activity like before. Get up early and prepare the kids at dawn. Prepare meals etc. If you don't have one at work. There are no obstacles yet. If there is a deadline, it's normal for an employee."

Mr. MAN: "*The obstacle may be that the morning is busy and uncertain. After that, no. My wife is busy.*" AAN's father-in-law: "Our family seems to rarely get nosy questions ma'am"

Mother-in-law AAN: "Thank God. I've never been bothered. If the baby is entrusted with the foster mother. If AAN has work barriers, they are the ones who know husband and wife." AAN's Neighbors (1): "If people have problems, it's crowded. But I haven't heard of them arguing loudly. The name is work, yes, there must be a busy schedule. But one they never abandon children. His father-in-law has never been made a slave either."

AAN's Neighbors (2): "Coming home late sometimes makes me feel sad, the child is waiting for his mother to come home. But it was never conveyed, ma'am." AAN's Neighbors (3): "The negative influence is definitely Mrs. My son-in-law also works in the governor's office. My son works as a teacher. But yes, work together. If I tell my child, yes, don't stay at school for long. Remember the children are at home and don't let your husband come home you are not there. That's it, ma'am."

Based on the conclusion of the author, that Mrs. AAN's family did not experience significant obstacles so it was not in line with the theory of Tri Marhaeni and Pudji Astuti that the obstacle that women would face in the world of work was the tendency to male authority. Even though women have careers, their work will not be demanded to be greater than the work of men. So, with Mrs. AAN as in the interview, there are no significant problems in her work environment.

CONCLUSION

Based on the results of the study, it can be concluded that to be able to play a balanced role in the domestic and public sectors, of course, efforts to improve the quality of women's self-need to be accompanied by the creation of a social support system that allows women to meet the formal demands of the objective work environment and show achievement. While in the domestic sector women can foster balanced family social interactions in a harmonious atmosphere. Although women have the authority within themselves to have a career, however, there are challenges that come from family and society. This must be addressed wisely. Of course, women have more duties to balance between their roles as women over themselves and their roles as women over their families. It's not just about their careers, but how their perspective looks more broadly on what other people think of them, especially their families and communities.

REFERENCES

- Abdullah, Siti Nur Alfia. "Analisis Wacana Sara Mills Tentang Kekerasan Perempuan dalam Rumah Tangga Studi Terhadap Pemberitaan Media Kumparan." *Jurnal Dakwah dan Komunikasi* 4, no. 2 (2 Desember 2019): 101–20. <https://doi.org/10.29240/jdk.v4i2.1236>.
- Ariani, Andi Irma. "Dampak Perceraian Orang Tua Dalam Kehidupan Sosial Anak." *Phinisi Integration Review*, 2019. <https://doi.org/10.26858/pir.v2i2.10004>.
- Arisandy, Nelsi. "Pendidikan Dan Karir Perempuan Dalam Perspektif Islam." *Marwah: Jurnal Perempuan, Agama Dan Jender* 15, no. 2 (1 Desember 2016): 125–35. <https://doi.org/10.24014/marwah.v15i2.2643>.
- Budig, Michelle J, Misun Lim, dan Melissa J Hodges. "Racial and gender pay disparities: The role of education." *Social Science Research* 98 (2021): 102580. <https://doi.org/10.1016/j.ssresearch.2021.102580>.
- Budoyo, Supto, dan Marzellina Hardiyanti. "Politik Hukum Penguatan Partisipasi Perempuan Dalam Pembangunan Desa Berbasis Keadilan Gender." *Administrative Law and Governance Journal* 4, no. 2 (13 Juni 2021): 239–51. <https://doi.org/10.14710/alj.v4i2.239>.
- Chua, Samantha G., Sharheel K. Wasan, dan Michelle T. Long. "How to Promote Career Advancement and Gender Equity for Women in Gastroenterology: A Multifaceted Approach." *Gastroenterology* 161, no. 3 (1 September 2021): 792–97. <https://doi.org/10.1053/j.gastro.2021.06.057>.
- Erviana, I. "Wanita Karir Perspektif Gender dalam Hukum Islam di Indonesia." *Fakultas Syariah dan Hukum UIN Alauddin Makassar*, 2017.
- Fn, Ainna Amalia. "Jebakan Paternalistik Perempuan Nahdlatul Ulama Dalam Kancah Perpolitikan Nasional." *Tribakti: Jurnal Pemikiran Keislaman* 31, no. 2 (21 Juli 2020): 283–92. <https://doi.org/10.33367/tribakti.v31i2.1035>.
- García-González, Judit, Patricia Forcén, dan Maria Jimenez-Sanchez. "Men and women differ in their perception of gender bias in research institutions." *PLOS ONE* 14, no. 12 (2019): e0225763. <https://doi.org/10.1371/journal.pone.0225763>.

- Hasanah, Mizanul. "Tantangan Perempuan Ditengah Faham Feminisme Pada Komunitas Perempuan Berdaulat Di Mojokerto." *Martabat: Jurnal Perempuan dan Anak* 4, no. 1 (1 September 2020): 137–54. <https://doi.org/10.21274/martabat.2020.4.1.137-154>.
- Hasanah, Mizanul, dan Muhammad Anas Maarif. "Solusi Pendidikan Agama Islam Mengatasi Kenakalan Remaja Pada Keluarga Broken Home." *Attadrib: Jurnal Pendidikan Guru Madrasah Ibtidaiyah* 4, no. 1 (23 Mei 2021): 39–49. <https://doi.org/10.54069/attadrib.v4i1.130>.
- Hentschel, Tanja, Madeline E. Heilman, dan Claudia V. Peus. "The Multiple Dimensions of Gender Stereotypes: A Current Look at Men's and Women's Characterizations of Others and Themselves." *Frontiers in Psychology* 10 (2019): 11. <https://doi.org/10.3389/fpsyg.2019.00011>.
- Ishak, & Torro, Supriadi. "Jurnal Sosialisasi Pendidikan Sosiologi-FIS UNM." *jurnal sosialisasi pendidikan sosiologi-FIS UNM* 3, no. 2 (2016): 136–42.
- Kahanna, Mutia. "The Effectiveness of Women's Leadership in the Digital Era." *HUMANISMA: Journal of Gender Studies* 5, no. 2 (31 Desember 2021): 159–71. <https://doi.org/10.30983/humanisme.v5i2.4699>.
- Lailiyah, Igmanur, dan Burhanuddin Ridlwan. "Peran Wanita Karir Dalam Pendidikan Islam." *AL-MISBAH (Jurnal Islamic Studies)*, 2020. <https://doi.org/10.26555/al-misbah.v8i2.1151>.
- Lovihan, Mike A K, dan Revoltje O W Kaunang. "Perbedaan perilaku asertif pada wanita karir yang sudah menikah dengan yang belum menikah di Minahasa." *Jurnal Inovasi* Volume 7, no. No 4 (2010): 240–50.
- Mahmudin, Afif Syaiful. "Women's Self Actualization in The Family (Moral Teaching in Serat Wulang Reh Putri)." *Nazhruna: Jurnal Pendidikan Islam* 4, no. 2 (12 Juni 2021): 180–94. <https://doi.org/10.31538/nzh.v4i2.1422>.
- Mansyur, Anaway, dan Dede Hidayat. "Analisis Kebutuhan Wanita Karir Di Bidang Pendidikan Era Millennial." *PSIKOLOGI KONSELING* 17, no. 2 (24 Desember 2020): 695–706. <https://doi.org/10.24114/konseling.v17i2.22072>.
- Moleong, J. Lexy. *Metodologi Penelitian Kualitatif Edisi Revisi*. Bandung: Remaja Rosda Karya, 2009.
- Muhammad, Ismiyati. "WANITA KARIR DALAM PANDANGAN ISLAM." *AL-WARDAH*, 2020. <https://doi.org/10.46339/al-wardah.v13i1.162>.
- Muktaf, Zein M. "Teknik Penelitian Studi Kasus, Etnografi dan Fenomenologi dalam Metode Kualitatif," 2016, 1–5.
- Muyhayhanah, Siti. "Peran Wanita Karir Dalam Kehidupan Rumah Tangga Islami (Studi Kasus Pada Wanita Karir Di Desa Kemloko)." *Jurnal Kajian Agama Hukum Dan Pendidikan Islam (KAHPI)*, 30 Januari 2021, 45. <https://doi.org/10.32493/kahpi.v2i1.p45-51.9370>.
- Pudji, Tri Marhaeni. "Citra Perempuan Dalam Politik." *Yinyang: Jurnal Studi Islam Gender dan Anak* 3, no. 1 (23 Juni 2008): 3–16. <https://doi.org/10.24090/yinyang.v3i1.183>.
- Rudianto, Apip. "Implementasi Bimbingan Keagamaan Petuah dalam Mengantisipasi Kenakalan Remaja di Madrasah Aliyah Ar-Rosyidiyah Kota Bandung." *Syifa al-Qulub* 2, no. 1 (20 Juli 2017): 47–57. <https://doi.org/10.15575/saq.v2i1.2758>.
- Sugiono. *Memahami Penelitian Kualitatif*. Bandung: Alfabeta, 2015.

Sumiyatiningsih, D. “Pergeseran Peran Laki-Laki dan Perempuan dalam Kajian Feminis.” *WASKITA, Jurnal Studi Agama dan Masyarakat*, 2013.

Yusutria, Y. “Peran Wanita Karir dalam Menanamkan Nilai-nilai Agama bagi Anak melalui Pendekatan Religius (Studi Kasus Kota Padang Sumatera Barat).” *Gulawentah: Jurnal Studi Sosial*, 2020. <https://doi.org/10.25273/gulawentah.v5i1.6453>.