

Gender Effect in Moderating Personal Factor Influence on Job Satisfaction of Lecturer Binus University, Jakarta, Indonesia

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ABSTRACT

The phenomenon of woman in labour is pushing a lot of research on gender in the workplace. This study was conducted to determine the role of gender in moderating the influence of personal factors among lecturers in the college sector. This research took place at a private university in Jakarta, namely Bina Nusantara University. By using path analysis method for analysing data based on questionnaires that were distributed to 100 lecturers. Results show that personal factors influencing job satisfaction among lecturers were not affected by the gender issues. These findings are the same as those found by Kaiser (2005).

Keywords: Gender, Personal Factor, Job Satisfaction, Lecturer

INTRODUCTION

The role of women in the labour market in Indonesia, characterised by gender-based development index (GDI) has noted an increase in the last 6 years. Since 2005 GDI was 63.9 to the latest data from the Ministry of Women's Empowerment and Child Protection, 2011 was 67.8 (Menegpp.go.id., 2014). At APEC Women and The Economy Forum (APEC – WEF), held in (dates?) 2013 in Bali, Indonesia, produced a wide range of agreements to open up wider opportunities for women in economic development.

Accenture is a management consulting, technology service, and outsourcing, firm. Accenture conducted yearly research on woman as well as to commemorate International Woman's day 2013. Research in 2013 with the theme: "Defining Success, Your Way", was part of Accenture Global Study, designed to provide views on the behavior and attitudes of women in the economy. The findings shows that in Indonesia, exactly half of the female professionals

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are satisfied with their work. This number is higher in comparison to Singapore, Malaysia, Thailand, and the Philippines. In addition, this study also showed that 64 percent of Indonesian professionals say they are workaholics (workaholic), a figure similarly higher when compared with the above mentioned Southeast Asian countries. The study also indicates striking a balance between leisure and work, as well as money, is the most important consideration for Indonesian professionals when defining success. The present study also shows that professionals in Indonesia are more likely to ask for a raise or promotion, compared to counterparts in other Southeast Asian countries.

Research by Kaiser (2005) in the 14 member states of EU, show that Denmark, Finland and the Netherlands did not show gender significant differences in job satisfaction. In Portugal men are more satisfied with their jobs than women. However, in most of the countries studied, female workers show the level of job satisfaction is significantly higher than men. Because most women were disadvantaged relative to men in the labour market, the findings clearly indicate gender paradox job satisfaction in these countries. From this point of view, only Denmark, Finland and the Netherlands were showing their gender equality of job satisfaction. The results also showed objectively that determinants of the status of the labour market was the socio-economic and institutional factors. And subjectively the status of the labour market was assessed and evaluated. Increasingly

tight labour market access and process for women, the greater the possibility of gender paradox job satisfaction in any country. According to the process of modernization of the labour market, these results support the hypothesis that equal opportunities for women and men as in the Scandinavian countries and also partly in the Netherlands implies that the gender paradox job satisfaction does not arise again due to fading over the last decade. The gender – job satisfaction paradox is when the women employees face disadvantages in terms of wage and working conditions in labour market, but women employee derive more job satisfaction than do men.

However, contrary to the finding in Japan who conducted by Yukawa and Arita (2014). They found evidence a gender – job satisfaction paradox. This finding in line with the increasing supply of woman labour in Japan recent years. Gender difference is an important factor in job satisfaction. According to Sloane and William (2000) compared job satisfaction between men and women that the factors affecting job satisfaction differ for men and women even when men and women have the same environment.

Suki and Suki (2011) found that both male and female employees have the same level perception of the job satisfaction and organizational commitment. They conducted research on 112 employees of Labuan School of Informatic Science in Malaysia. Employee's gender has no significant effect on his/her perception of job satisfaction. Related to the above

findings of some studies, this research wants to investigate the job satisfaction of gender in higher education institution. According to data from the DIKTI, there are more than 200 thousand lecturers either permanent or non-permanent. Thus the number of lecturer who will increase in the future dating really need attention in managing human resources in higher education institutions, especially the lecturer as the spearhead of college success in carrying out the mission of education. In education, it is important the variables which influence the lecturer's job satisfaction.

Job satisfaction defined as one's affective attachment to the job viewed either it is entirety (global satisfaction) or with regard to particular aspect (facet satisfaction) (Tett & Mayer, 1993). Greenberg and Baron (2000) states job satisfaction is a person's positive or negative feeling about their job.

In education, the learning process is very important to note that the role of an educator is very significant in improving the quality of education. Therefore, educators are spearheading the national education system. In addition, the management system and its implementation in educational institutions play a role in improving the quality of education. Quality of educators affected by pride educators to the profession. This is consistent with the statement of the role of feeling means that employees can determine his satisfaction. In an organization, especially in the case of an education institution job satisfaction is

not solely based on the material, but also the inner satisfaction in themselves educators. In general, the view that the purpose of work is to make money, so the greater the reward given the more interested people on the job. This presumption cannot be blamed, because the physiological needs of human clothing, housing, and food will be met if a person has money. But money is not an absolute factor that guarantees the satisfaction of one's work.

Research on gender on job satisfaction university professors will be increasingly important in contributing to the management of human resources better in the future. Research was conducted on teachers in higher education institutions Binus University. Given that Binus University today is a leading private university in Indonesia. With the growth and remarkable progress in the middle of the competition is so tight among many higher education institutions in Indonesia.

Binus University achievement remarkable is inseparable from the performance of operational reliability so as to produce graduates who are good, in accordance with the needs of the industrial sector to absorb graduates Binus University. The operational performance of higher education institutions is determined by the educators. Due to limitations educators acquire data from internal sources Binus University, then a glimpse today at Binus University there are currently more than 5,000 educators, seen from the main number of professors, lecturers or existing code of lecturer. It is hoped this study

samples were drawn at random will be able to clarify a little profile of educators at Binus University.

So research on job satisfaction gender in college lecturer will be increasingly important in contributing to be better the management of human resources. Through this research a change in mindset on women issues must be taken into account in any decision of the organization.

Outcomes resulting from this research can be a reference for educational institutions to make the female teaching staff as one of the important actors in improving the competitiveness of that educational institutions. The output generated from this study can be a reference for business owners to make HR management as one priority in the management of its business. Based on the background that was cited previously, the problem of this research is how the

influence of personal factors on job satisfaction moderated by gender factor on the lecturers at higher education institution.

RESEARCH METHOD

This research can be categorised as associative research. The method of the data collection was through a questionnaire using the Likert scale (strongly agree with the answer choices to strongly disagree). Time horizon is cross-sectional in the which the data collection conducted only one time at any given period.

The analytical method used is the path analysis. The data test used to test the validity and reliability of data, as well as normality of data. Based on the requirements of regression model, multicollinearity test and heteroschedasticity test were conducted. Furthermore, equipped with a correlation test to determine the relationship between two variables.

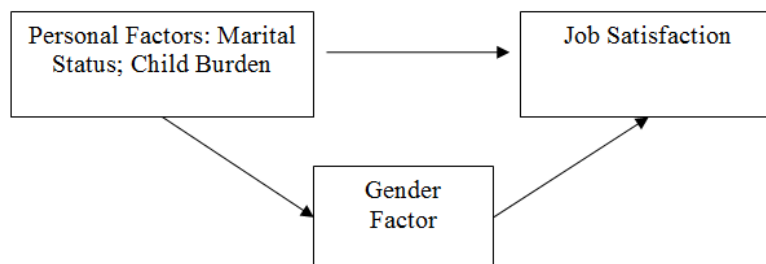


Figure 1. The Path Analysis Diagram

RESULT AND DISCUSSION

In this study, respondents are active lecturers at Binus University. The sample size is 100 respondents. Characteristics of personal factors of the respondents in this study

were taken into account such as gender, marital status, age, child burden, education background, and employment history.

Before discussing the results of the path analysis, the profile of lecturers in Binus University show most (60%) lecturers

at Binus University faculty are male. In terms of marital status, 73% of lecturers are married, of which 80% are over 30 years of age. They have post graduate qualifications, in line with government regulations. Most faculty members have served at Binus University for more than five years, of which job satisfaction, career path, compensation, pride, are important considerations. Correlation analysis showed that results of this study are in line with the findings of Accenture (2014) and those of Kaiser (2005) that there is a relationship between gender and job satisfaction, and

that female workers are more satisfied with their jobs compared to male workers. The newest study from Pakistan conducted by Fatima et al. (2015) contra result with the Kaiser finding. Fatima, et al found male employee in NGO and public sector school in Pakistan more satisfied with their job as compared to female employee. There is no association between marital status and job satisfaction. It may be said that married workers have a higher level of job satisfaction in comparison with unmarried ones.

Table 1
Summary of Correlation of X1, X2, Y on Z

Correlation	Coefficient Correlation	The Meaning
X ₁ and Z	0,106	Weak, Negative and Not significant
X ₂ and Z	0,305	strong, positive, significant
X ₁ and Y	0,272	weak, negative, significant
X ₂ and Y	0,256	weak, positive, significant
Y and Z	0,540	strong, positive, significant

Source. The Research Result, 2014

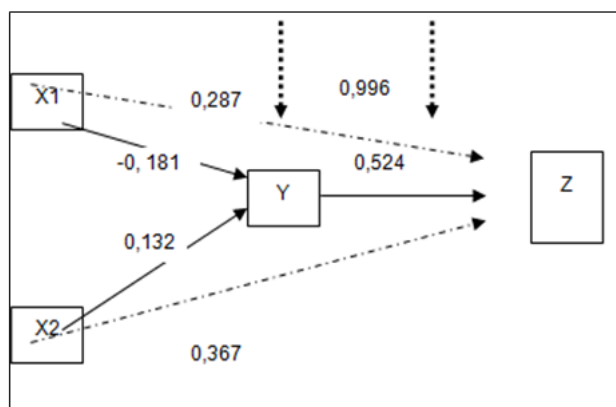


Figure 2. The Relationship of X₁, X₂, Y, on Z Variable
Source. The Research Result, 2014

Table 2
The Summary of Relationship of X_1 , X_2 , Y , on Z Variable

The Influence	Direct Influence	Indirect Influence
Y on Z	0,524	-
X1 and X2 on Y	0,083	-
X1 and X2 on Z	0,112	$0,083 \times 0,524 = 0,043$
X1, X2, Y on Z	0,344	
ε_1	0,996	-
ε_2	0,939	-

Source. The Research Result, 2014

The results showed that gender variable cannot moderate the influence of personal factors (marital status and child burden) on job satisfaction of lecturers Binus University. Would be more appropriate gender variable turns acting as the independent variable. As independent variables, along with marital status and child burden, gender variable greater affect significantly on job satisfaction which is equal to 0.344.

This result support the finding of Aydin et al. (2012) research. They found that female teachers' satisfaction greater than male teachers in Turkey. They strengthened their finding by argument that the determinant and flexibility work and home, appear to be a greater value to female teachers. The policies which forces women to choose between home and work may reduce their job satisfaction. It would be better to leave this mandatory attitude. As well as with Yukawa and Arita (2014) in Japan they did not find gender – job satisfaction paradox on overall job satisfaction, but on treatment job satisfaction they found gender – job satisfaction paradox.

Duong (2013) found there were significant effect demographic factors and institutional factors on job satisfaction of academic members of 3 public universities in Vietnam. Gender was part of the demographic factors in Duong research.

Klassen and Chiu (2010) found teachers' years of experience had nonlinear relationships with three of self-efficacy factors, increasing from early career to mid-career and then falling afterwards. Female teachers had greater workload stress, greater classroom stress from student behaviours, and lower classroom management self-efficacy. Teachers with greater workload stress had greater classroom management self-efficacy. Teachers with greater workload stress had greater classroom management self-efficacy, whereas teachers with greater classroom stress had lower self-efficacy and lower job satisfaction. Those teaching young children (in elementary grades and kindergarten) had higher levels of self-efficacy for classroom management and student engagement. And teachers with greater classroom management self-

efficacy or greater instructional strategies self-efficacy had greater job satisfaction. This result same with Klassen and Chiu findings, that gender and workload had relation with job satisfaction. This finding different with Suki and Suki (2011) finding in Malaysia. Suki found no gender difference men and women teacher also no correlation gender with job satisfaction. As well as Yapa et al. (2014) found that gender has no significant effect on job satisfaction.

CONCLUSIONS AND SUGGESTIONS

Conclusions

Based on the previous discussion, this study found:

1. Individually each variable marital status, child burden, gender, has a significant effect on job satisfaction
2. gender does not play a role of moderator variable, thereby gender variable cannot strengthen or weaken the effect of personal factors on job satisfaction
3. The results of this study support the findings of Kaiser (2005), Klassen and Chiu (2010), Aydin et al. (2012), Duong (2013), Accenture (2014), as well as the findings of Yukawa and Arita (2014) that there is a relationship also influences personal factors and gender on job satisfaction. However, this result contrary to the result of Suki and Suki (2011).

4. Although gender variables relate and affect job satisfaction at the same time this study does not explain the gender type which is more strongly linked to or has greater influence on job satisfaction.

Suggestions

Some suggestions can be presented based on the results of this study:

1. The decision makers in the organization, especially those in institutions of higher education need to consider personal factors and gender in decisions making related to the management of human resources in order to increase job satisfaction which eventually will be able to retain qualified teaching staff.
2. This study may be expanded to examine other organisations.

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