

THE EXISTENCING OF A FEMALE WORKERS IN THE WORKSPACE: IS THERE AN IMPROVING IN THE PERFORMANCE OF THE COMPANY

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ABSTRACT

This study aims to obtain empirical evidence regarding the effect of the number of female workers in the workplace as measured by the number of gender, stress, emotion, patient, skill, and leadership on the success of the company as measured by profitability and productivity. The research method used is a descriptive qualitative approach. The data collection technique in the study was carried out based on theoretical studies from the search for research journals, books and papers. descriptive qualitative approach to describe how much influence the number of female workers in the workplace as measured by the number of gender, stress, emotion, patient, skill, and leadership has on the success of the company as measured by profitability and productivity The search results from several studies show that the number of female workers in the workplace has a significant effect on the profitability and productivity of the company, although the variable number of female workers in the workplace as measured by stress and emotion does not have a major influence on profitability and productivity.

INTRODUCTION

An organization or company is a collection of people who work together to achieve a predetermined goal. The intended purpose is to seek profit or profit, of course, it will develop in the development of a better company, opening up employment opportunities so that the community is able to meet the needs of life and even become prosperous and prosperous. The success of a

company or organization can not be separated from the increase in the achievement of high performance. HR (human resources) has an important role, where HR (human resources) is a potential that is wealth and functions as capital within a company or organization that can be realized into real potential physically and non-physically in realizing the existence of an organization or company. In every

company or organization, the human labor factor is a fairly important part in achieving organizational or company goals, both large and small companies. So after all an organization or company has a high technology model but humans are the driving force, without humans the organization or company will not be able to achieve the goals to be achieved.

To realize the goals of the organization or company, HR (human resources or employees are expected or required to have good behavior and be able to provide good work results for the organization or company. Both of these can be influenced by several individual factors, such as gender, stress, emotions , patient, skill and leadership.

Often found in the workplace, the workforce in the operational or field department is generally dominated by men, while women in the office or office of an organization or company are dominated by women. This is because there are various considerations taken by the company regarding the specifications of each gender or gender.

Labor Force, Working Population, and Unemployment The total workforce in February 2018 was 133.94 million people, an increase of 2.39 million people compared

to February 2017. The components that make up the labor force are the working population and the unemployed. In February 2018, as many as 127.07 million people worked while 6.87 million people were unemployed. Compared to a year ago, the number of working people increased by 2.53 million people while unemployment decreased by 140 thousand people. In line with the increase in the number of the workforce, the Labor Force Participation Rate (TPAK) has also increased. LFPR in February 2018 was recorded at 69.20 percent, an increase of 0.18 percentage points compared to a year ago. The increase in LFPR indicates an increase in economic potential from the supply side of labor. Based on gender, there are differences in LFPR between men and women. In February 2018, male LFPR was 83.01 percent while female LFPR was only 55.44 percent. However, compared to conditions a year ago, female LFPR increased by 0.40 percentage points while male LFPR decreased by 0.04 percentage points (Central Statistics Agency Data, 2018).

The table of growth of the Labor Force, Working Population, and Unemployment including gender (gender) can be seen in the table below:

Table 1. Population above 15 years according to main business activity

Jenis Kegiatan Utama	Setahun Lalu Februari 2017	Semester Lalu Agustus 2017	Saat Ini Februari 2018	Perubahan 1 Tahun (Feb 2017–Feb 2018)		Perubahan 1 Semester (Ags 2017–Feb 2018)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Juta Orang			Juta Orang	Persen	Juta Orang	Persen
Penduduk Usia Kerja	190,59	192,08	193,55	2,96	1,55	1,47	0,77
Angkatan Kerja	131,55	128,06	133,94	2,39	1,82	5,88	4,59
Bekerja	124,54	121,02	127,07	2,53	2,03	6,05	5,00
Pengangguran	7,01	7,04	6,87	-0,14	-2,00	-0,17	-2,41
Bukan Angkatan Kerja	59,04	64,02	59,61	0,57	0,97	-4,41	-6,89
Sekolah	15,24	16,49	15,61	0,37	2,43	-0,88	-5,34
Mengurus Rumah Tangga	36,08	39,92	36,01	-0,07	-0,19	-3,91	-9,79
Lainnya	7,72	7,61	7,99	0,27	3,50	0,38	4,99
	Persen			Persen poin		Persen poin	
Tingkat Pengangguran Terbuka (TPT)	5,33	5,50	5,13	-0,20		-0,37	
Perkotaan	6,50	6,79	6,34	-0,16		-0,45	
Perdesaan	4,00	4,01	3,72	-0,28		-0,29	
Tingkat Partisipasi Angkatan Kerja (TPAK)	69,02	66,67	69,20	0,18		2,53	
Laki-Laki	83,05	82,51	83,01	-0,04		0,50	
Perempuan	55,04	50,89	55,44	0,40		4,55	

Source: Central Statistical Agency, 2018.

Some opinions that occur regarding male and female workers in terms of improving performance in organizations or companies. The opinion regarding work is inconclusive. And there is no data showing that men perform better than women, or vice versa. Differences that are usually found in the workplace can usually be seen from a higher level of discipline because usually women with routine roles have a dual role in taking care of and taking care of children and parents who are already vulnerable, resulting in many female workers being absent or late to the office. However, when compared to thoroughness, patience and emotion at work, female workers can control and regulate their work more so that the results achieved are in accordance with what the organization or company wants to achieve.

Gender diversity can help the performance of an organization or company while a lack of gender diversity can cause problems. Indeed, companies with few women, especially in senior management

ranks, are more likely to embrace stereotypical gender roles. And women in such companies usually have little power. As a consequence, the female workforce working these firms may be less attractive, costing firms access to resources that female employees can bring to the table (David Kravitz, 2003).

Gender differences emerged only under specific conditions. Social context—instead of biology—creates or erases gender differences (Hyde, 2014). So, could gender differences in career development somehow relate to differences in work situations or organizational features typically encountered by men and women?

People think of gender bias as negative attitudes about women, endorsed by men. Indeed, such blatantly sexist behavior undermines women's performance, for instance in a job application situation (e.g., Koch, Konigorski, & Sieverding, 2014). However, bias against women can also emerge in subtle, implicit ways: for instance, positive but patronizing

expectations about women having superior socio-emotional skills (Glick & Fiske, 1996). Observing frequently occurring patterns in society, people make implicit associations about women's and men's likely behaviors. For instance, whereas females are more easily linked to family, males are more easily associated with careers (see <https://implicit.harvard.edu/implicit/> for a demonstration).

Instead of a simple negative attitude toward women, implicit bias may reflect a perceived lack of fit with required job demands (e.g., competitiveness; Heilman & Eagly, 2008; see also Greenwald & Pettigrew, 2014). Such subtly biased expectations can be held by men as well as women, and are not easily recognized as unfair (Barreto, Ellemers, Cihangir, & Stroebe, 2008). Nevertheless, they unintentionally influence people's responses to others in the workplace (Heilman, 2012).

The purpose of the research to be conducted is to obtain empirical evidence regarding the influence of the presence of female workers in the company, whether there is an increase in company performance as measured by gender, stress, emotion, patient, skill, leadership, profitability, productivity.

Literature Review

Profitability

Profitability is the company's ability to earn profits, the greater the level of profit / profit, the better the management in managing the company (Sutrisno, 2003). Profitability Theory as one of the references in measuring the amount of profit becomes so important to find out whether the company has been running its business efficient. The efficiency of a new business can be known after comparing profit earned by assets or capital that generates profit the. Profitability can be defined as the ability of a company to earn profits related to sales, total assets, as well as long-term debt

(Syamsudin, 2000). Profitability or profit ability is the company's ability to generate profits. Profitability reflects the profit from financial investment. Myers and Majluf (1984) argue that financial managers who use packing order theory with retained earnings as the first choice in meeting the need for funds and debt as the second option and issuing shares as the third option, will always increase profitability to increase profits.

Profitability ratio is a ratio to measure the company's ability to earn profits in relation to sales, total assets as well as their own capital (Agus Sartono, 2010). This ratio is highly considered by potential investors and shareholders because it is related to share prices and dividends to be received. Profitability as a benchmark in determining alternative financing, but the way to assess the profitability of a company is varied and highly dependent on the profits and assets or capital to be compared from profits from company operations or net profit after tax with own capital. Given the various ways in researching the profitability of a company, it is not surprising that there are several companies that have differences in determining an alternative to calculate profitability. This is not a requirement but the most important thing is which profitability to use, the goal is solely as a tool to measure the efficiency of the use of capital in the company concerned.

This profitability ratio will provide an overview of the level of company management effectiveness. The higher the profitability means the better, because the prosperity of the owner of the company increases with higher profitability. There are various ways to measure profitability, namely: (1) Gross Profit Margin (GPM). Ratio of gross profit margin or margin Gross profit is useful for knowing the company's gross profit from each item sold; (2) Net Profit Margin (NPM), describes the amount of net profit that earned by the company on every

sale made; (3) Return On Investment (ROI) or return on assets shows the company's ability to generate profits from assets that used; (4) Return On Equity (ROE) or return on net worth measuring ability the company earns profits available to shareholders company or to find out the amount of change given by the company for every rupiah of capital from the owner; (5) Return on Assets (ROA) is one of the ratios used for measuring the ability of bank management to earn profits (profit) as a whole.

Productivity

Every company always strives for employees to excel in the form of providing maximum work productivity. Employee productivity for a company is very important as a measuring tool for success in running a business. Because the higher the work productivity of employees in the company, it means that company profits and productivity will increase. The International Labor Organization (ILO) quoted by Malayu S.P Hasibuan (2013)[33] reveals that in a simpler way the meaning of productivity is a mathematical comparison of the amount produced and the amount of each source used during production. These sources can be: land; raw materials and auxiliary materials; factories, machines and tools and labor.

The concept of productivity can basically be seen from two dimensions, namely the individual dimension and the organizational dimension. The study of productivity problems from the individual dimension is nothing but looking at productivity, especially in relation to individual personality characteristics. In this context, the essence of the notion of productivity is a mental attitude that always has the view that the quality of life today must be better than yesterday, and tomorrow must be better than today (Kusnendi, 2003). Meanwhile, in terms of the organizational dimension, the concept of

productivity as a whole is a dimension of the effort to achieve the quality and quantity of a process of activity with regard to the discussion of economics. Therefore, it is always oriented to how to think and act to utilize input sources in order to get optimum output. Thus the concept of productivity in this view is always placed in the framework of the technical relationship between inputs and outputs (Kusnendi, 2003). From the various opinions above, it can be concluded that work productivity is the ability to produce goods and services from various resources or production factors that are used to improve the quality and quantity of work produced in a company.

Gender

The term gender was introduced by social scientists to explain the differences between women and men which are innate as God's creations and which are cultural formations that are learned and socialized since childhood. This distinction is very important, because so far we have often mixed up human characteristics that are natural and those that are not natural (gender). These differences in gender roles really help us to rethink about the division of roles that have been considered to be inherent in human women and men to build a dynamic and appropriate picture of gender relations and match the realities that exist in society. Differences in the concept of gender socially have given birth to different roles of women and men in society. In general, the existence of gender has given birth to differences in roles, responsibilities, functions and even the space where human activity. It seems that gender differences are inherent in our way of seeing, so that we often forget as if it is something permanent and eternal as permanent and biological characteristics possessed by women and men.

The word "gender" can be interpreted as a difference in roles, functions, status and

responsibility for men and women as a result of the formation (construction) of social culture embedded through the process of socialization from one generation to the next. Thus, gender is the result of an agreement between humans that is not natural. Therefore gender varies from place to place and from one time to the next. Gender is not natural, can change and can be exchanged from one human to another depending on time and local culture.

Thus, gender concerns social rules relating to the sex of men and women. Biological differences in terms of reproductive organs between men and women have consequences for different reproductive functions (women menstruate, become pregnant, give birth and breastfeed; men fertilize with spermatozoa). This biological gender is God's creation, is natural, cannot change, cannot be exchanged and applies throughout the ages.

Stress

There are several popular psychological terms that are often obscured as "stress". In essence, of course this word refers to a condition someone who experiences excessive emotional demands and/or time making it difficult to function effectively all areas of life. This situation can result in the appearance of quite a number of symptoms, such as: depression, chronic fatigue, irritability, anxiety, impotence, and quality of work low (Richards, 2010). Hawari (2004) argues that the term stress cannot be separated from distress and depression, because they are interrelated. Stress is a physical reaction to life's problems experienced and when the function of the organs of the body is disturbed, it is called distress. While depression is a psychological reaction to stressors that experienced. In many ways humans will be fast enough to recover from the effects of stressful experiences. Humans have an abundant supply good and self-

adjusting energy to be used and replenished whenever need.

Sarafino (1994) defines stress as a condition caused by interaction between the individual and the environment, giving rise to the perception of distance between the demands that come from situations that originate in the system biological, psychological and social aspects of a person. Stress is internal pressure as well as external and other problematic conditions in life (an internal and external pressure and other troublesome conditions in life). Ardani (2007) defines stress as a good depressed state both physically and psychologically. According to Richard (2010) stress is a process that assesses a event as something that threatens, or endangers and the individual responds to the event at the physiological, emotional, cognitive and behavior. Stressful events can be positive (eg planning marriage) or negative (eg family death). Something is defined as a stressful event or no, depending on the response given by the individual to it. Baum (2004) defines stress as a negative emotional experience accompanied by biochemical, physical, cognitive, and behavioral changes that are directed at changing the stressful event or accommodating its effects.

According to Syahabbudin (2010) stress is a feeling experienced when a person receives pressure. Pressure or demands received may come in the form of maintaining relationships, meeting family expectations and for academic achievement. Lazarus and Folkman (2012) who explain stress as an individual condition that is influenced by the environment. Stress conditions occur because of an imbalance between the pressures faced by individuals and the ability to deal with these pressures. Individuals need sufficient energy to deal with stressful situations so as not to interfere with their well-being. Based on the description above, it can be concluded that stress is a negative events or experiences as

threatening, or harmful and individuals who come from situations that sourced from a person's biological, psychological and social systems.

Emotion

According to Walgito (2004) emotion is a condition caused by certain (special) situations, and emotions tend to occur in relation to behavior that leads (approach) or escapes (avoidance) towards something, and these behaviors are generally accompanied by physical expressions. . According to Rahmat (2009) emotion is a subjective reaction that is expressed by a person and is usually associated or associated with physiological and behavioral changes. According to several definitions and several experts above, it can be concluded that emotion is a condition or feeling that causes behavioral changes that lead, the behavior is caused by certain situations that make behavior appear.

Angry

According to Suharman (1995) means that anger is an emotion that has very strong characteristics caused by an error that may or may not be real. Anger is an acute emotional reaction caused by a number of stimulating situations including threats of outward aggression, self-restraint from verbal attacks, including threats, disappointment. According to Safaria (2009) anger is something that is social in nature and usually occurs when receiving unfair or unpleasant treatment in social interactions. From several definitions of anger according to some of the experts above, it can be concluded that anger is a sublimation of unpleasant feelings towards the environment and unpleasant forces obtained from the surrounding environment so that someone easily behaves emotionally.

Angry Emotion Management

According to Goleman (1995) anger management refers to how a person regulates his typical feelings and thoughts, a biological and psychological state and a series of tendencies to act. According to Mulyono and Purwanto (2006) the management of angry emotions is an effort to manage a condition that results in a psychological imbalance, it requires efforts to achieve balance again. According to Arifin (2004) the management of angry emotions is an effort to control the physical tension that arises due to the increase in energy that occurs due to the increase in sugar released by the liver so that a person reduces or eliminates aggressive actions in angry emotions.

The management of angry emotions according to the theory proposed by Freud (2007) is the id's impulses. The management of these impulses is carried out through the development of the ego as a caregiver between the id and the super ego. The ego will act as an emotional manager by whispering reasons and an adaptive that allows a person to get what he wants in a way that is acceptable to others that will not harm both the outside world and the rules and sanctions that exist in his own world. From several definitions according to the experts above, it can be concluded that the management of despoteful emotions is an action to regulate thoughts, feelings, when in a state of anger and how to respond to the emotions felt so as to prevent something bad or harmful to oneself and others.

Patience

The word "patience" means to refrain from something that is not pleasing to you heart, it also means steadfastness. Imam al-Ghazali (2004) defines patience as determination to carry out religious demands in the face of the seduction of lust. In general, patience can be divided into two main points: first, Physical patience is

patience in receiving and carrying out religious orders that involve body parts, such as patience in perform the pilgrimage that involves fatigue or patience in war for truth. Also included in this category, patient in accept the trials that befall the body such as illness, persecution and the like. Second, is spiritual patience regarding the ability to resist the will of lust that can lead to ugliness, such as patiently holding back anger, or holding back other passions. Etymologically, patience comes from the Arabic language, - صبير - صبرا which means to be patient, steadfast, and brave. In Indonesian, patience means: endure trials, steadfast, calm, not in a hurry, not in a rush of lust. Ibn al-Qayyim al-Jauziyyah (2006) argued, patience is to hold the soul from complaining, to hold back the tongue from lamenting and refrain from slapping cheeks, tearing clothes and so on. Quraish Shihab (2002), in Tafsir Al-Mishbah, explains that patience means refraining from something that is not pleasing to the heart. It also means fortitude. Moreover, he explains that patience is generally shared be two. First, physical patience, namely patience in receiving and carry out religious orders that involve members of the body such as patience in performing the pilgrimage that causes fatigue. This includes being patient in accepting physical trials such as illness, persecution and so on. Second, spiritual patience is about ability restrain the will of lust that can lead to ugliness such as patience in restraining anger, or restraining sexual desires that are not the place.

The opinion of Quraish Shihab (2002), is the same as what has been conveyed by Ibn al-Qayyim that patience, based on its form consists of two kinds, physical patience and mental patience. Physical patience is shared into two: 1) voluntary physical patience, for example patience in do heavy work of his own choice and will and 2) physical patience by compulsion factors, for example patience in holding back the pain of being hit, patiently withstanding illness,

enduring cold, heat and etc. Like physical patience, mental patience is also divided into There are two kinds, namely: (1) Voluntary mental patience, for example, patiencerefrain from doing bad deeds based onconsideration of religious law and reason; and (2) Patience of the soul by factorcompulsion, like patience parting with loved ones if love.

Skills

According to Kadarisman (2012) Employee skills are one of the factors in an effort to achieve the success of achieving organizational goals. The purpose of work skills is to be able to facilitate a job in completing each job effectively and efficiently without any difficulties so that it will produce a good employee performance. The purpose of employee development is to improve the effectiveness of employee work in achieving the work results that have been determined. Improvement of work effectiveness can be done by improving employee knowledge, employee skills and employee attitudes towards their duties. Strategic human capital (employee role) will focus on the productivity of employee behavior in the organization. Strategic behavior is productive behavior that directly implements organizational strategy. The skills or attitudes of employees towards the implementation of tasks, are also a key factor in achieving success. Therefore, skill development (skills) must also be sought in employee development. The existence of differences in the object of development, namely knowledge, skills and attitudes of employees will have consequences on the methods of development.

In today's millennial era, many modern companies use electronic tools such as the Internet to attract customers to join the company. But there are also companies that still use the performance services of an employee to play an active role in the environment public. The development of

knowledge which is an intellectual process can be carried out by going to school, lectures on audiovisual aids, and instructions that have been programmed. According to Gibson (2000). Skill (skills) of an employee at work is very influential by the development of a company or institution. Because an employee has potential skills (skills) that have positive values for good performance in improving the quality of service at work. Companies or institutions have also improved adequate facilities for their employees, so that employees can carry out their work activities effectively. In terms of skills, namely the advantages possessed by an employee in carrying out a series of tasks that develop from the results of research and experience while working.

The skill of an employee is the most important factor in the success process for achieving a target that has been set by the company or institution. To provide the best service from an employee to the community. Skill (skill) as a skill related to the task that a person has at the right time. An employee must have skills as skill abilities when ordered by the leadership to be able to carry out the tasks given. Knowledge of an employee on carrying out his duties properly, if an employee is able to carry out and carry out tasks according to his obligations and can be completed properly and appropriately. Judging from the skills possessed by an employee, it can be seen from the way the employee performs, by improving the quality possessed by an employee at work and employee skill strategies that will affect the employee's expertise in carrying out their duties.

Leadership

Leadership is an ability or strength within a person so that it can influence others in terms of working to achieve the goals or targets (goals) of the organization or company that have been set. According to George R. Terry (2010) leadership is the activity of influencing others to be directed towards realizing the goals of the company or organization, while according to Kadarisman (2012) leadership is divided into three, namely: (1) self-leadership; (2) team leadership; (3) the leadership organization in question is to lead yourself so you don't fail in life. Leadership is an activity to influence others. Leadership is a process to influence group activities. Leadership is the ability to get agreement to achieve common goals. Leadership is an attempt to direct others to achieve certain goals. Leadership is a mutually influencing relationship between leaders and followers (Mullins, 2005). To generalize, in principle leadership (leadership) with regard to someone influencing the behavior of others for a purpose. But that does not mean that everyone who influences others for a purpose can be called a leader.

The framework is a conceptual model of how the theory relates to various factors that have been identified as important issues. The problems that are considered important in this research are to see and examine the effect of career motivation, economy, and quality on the interest of accounting students to take tax brevet. For clarity, the framework of thought in this research can be seen in the following figure:

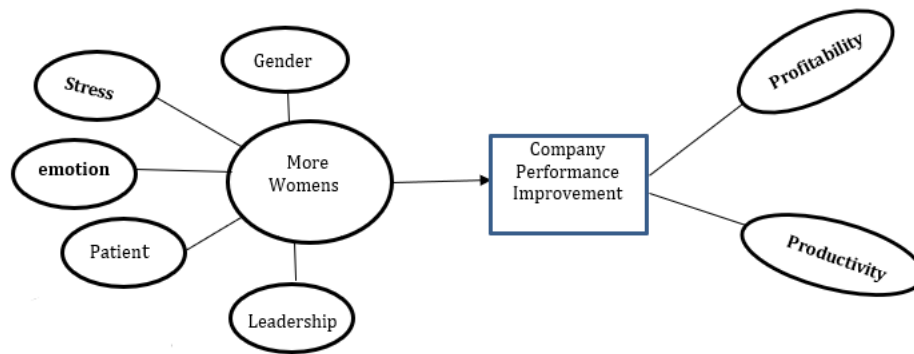


Figure 1. Research Model

Source: Author, 2022

METHOD

This study uses a descriptive qualitative approach to literature that is carried out based on written works, including research results, both published and unpublished (Embun, 2012). The data needed in this study were obtained from library sources or documents. According to (Zed, 2014), in library research, library research is not only for the initial step of preparing a research framework (research design) but at the same time utilizing library sources to obtain research data. Sources and methods of data collection in this study by taking data in literature, reading, taking notes, and processing research materials and then analyzing them carefully and in depth in order to get results in accordance with the expected goals. Research with literature studies is also a research and can be categorized as a scientific work because data collection is carried out with a strategy in the form of a research methodology. The variable in this research is the study of literature which is non-standard. The data obtained are poured into sub-chapters so as to answer the research problem formulation.

RESULT AND DISCUSSION

The next stage in this research is the discussion of the hypothesis based on the research variables. The discussion of hypotheses will be described systematically

and sequentially in accordance with the explanation of the results of the study of several research journals, books and papers.

The presence of female workers in the company as measured by gender can increase the company's success in profitability

Based on studies from research journals, books and papers, the presence of female workers in companies as measured by gender has an influence that can increase the profitability of a company or organization towards a better direction. Women workers in work are more thorough and neat and careful in calculations. So theoretically, the presence of women in the workplace can be seen from the high ROI (Return on Investment) in the company, namely the company's ability to generate profits from assets that used. The higher the ROI (Return on Investment) obtained by the company, the better the position of the company, the profitability of the company can be achieved and the presence of women in the workplace can give a high value in the company.

The presence of female workers in the company as measured by stress can increase the company's success in profitability

Based on studies from research journals, books and papers the presence of

female workers in companies as measured by stress has no significant effect on the increase in company performance as measured by profitability. This is because younger women are exposed to stress in their careers compared to male workers. Female workers are more prone to experiencing mental illness, namely anxiety and even female workers are exposed to stress, this can be caused by sexism in the workplace, lack of or lack of support and difficulty balancing their outside life and career.

However, solutions that can be used to increase company profitability with the presence of women workers in the company, can provide time or suggest companies to give work flexibility and provide many opportunities to improve careers for women workers and give or let women workers complete work from home when necessary, so that in this way female workers can achieve balance in their work and are expected to benefit the company so that company profitability can be achieved.

The presence of female workers in the company as measured by emotion can increase the company's success in profitability

Based on studies from research journals, books and papers the presence of female workers in companies as measured by emotion has no effect on the increase in company performance as measured by profitability. This is because women work stress until the occurrence of emotions is a condition or event that arises because of the interaction between workers and other workers, in this case are female workers. With the interactions that occur until the occurrence of conflicts in the workplace and physically and psychologically disturbing the female workforce to spur the occurrence of more severe emotions. Emotions can occur in circumstances or feelings caused by stress and it makes behavioral changes that

lead to reduce the continuity of the company to become better, the behavior is caused by certain situations that make behavior appear detrimental.

However, female workers can and are able to overcome emotions in the workplace so that with this picture the company's profitability is certainly achieved well with the presence of women in the workplace.

The presence of female workers in the company as measured by patient can increase the company's success in profitability

Based on studies from research journals, books and papers the existence of female workers in companies as measured by patients has an effect on increasing company performance as measured by profitability. This is because women in several studies the presence of women in the company is often the main topic in the issue of gender diversity. In relation to emancipation and the gender equality movement which is demanded by the existence of equal rights to female workers in various fields of life, female workers have the basic characteristics to be successful because women also tend to be patient, have empathy, multitasking and have the talent to network and can successfully in negotiations. Female workers play an important role in the company because female workers contribute to knowledge, creativity and problem solving skills. Female workers are also able to offer new perspectives on various issues, able to correct information bias in strategy formulation, female workers who are able to prioritize the interests of employees and company stakeholders significantly so that it affects the company's performance in achieving company profitability.

The presence of female workers in the company as measured by leadership can increase the company's success in profitability

Based on studies from research journals, books and papers the existence of female workers in companies as measured by leadership has an effect on increasing company performance as measured by profitability. This is because women at work can do men's work. Female workers at work can survive in their jobs but can be successful as leaders. Women workers can show that they are capable and extraordinarily strong and dare not to be outdone by men. With the dual role of female workers who take care of children, households and husbands is not a weakness of female workers, the role of female workers cannot be replaced by men, indirectly the leadership of female workers gets an extra position in an organization or company. The leadership of the female workforce can improve the company's performance because the female workforce is able to do many tasks/multi-tasking and everything can be done with a stable state or concentration. Women workers are also able to control excessive emotions or anger in front of many people, so sometimes leadership like this is needed so that decisions are made more mature, especially. And moreover, female workers have characters who like beauty, peace, tranquility, and of course this condition can bring peace in the workplace so that achieving company performance will be easier, conflicts in the company can also be resolved properly.

The existence of women's leadership in organizations or companies so that in deciding something, careful consideration is needed in determining policies, this is what leadership led by women has. Basically, women have the basic traits to succeed as leaders. Female leaders are more patient, empathetic, and multitasking—able to do

several things at once. Women leaders also have a talent for networking in negotiations. The nature of women is also responsible and likes to overcome challenges in their work. Thus the presence of female workers as leaders in the company can bring fresh air in improving company performance so that company profitability can be achieved.

The presence of female workers in the company as measured by gender can increase the company's success in productivity

Based on studies from research journals, books and papers the existence of female workers in companies as measured by gender has an influence that can increase the productivity (output) of a company or organization towards a better direction. Women workers work more thoroughly and neatly and carefully in calculations so that the resulting output is better. So theoretically, the presence of women in the workplace can be seen from the high ROI in the company, namely the company's ability to generate profits from the assets used. The higher the ROI obtained by the company, the better the position of the company, the productivity or results of company activities can be achieved and the presence of women in the workplace can give a high value in the company.

The presence of female workers in the company as measured by stress can increase the company's success in productivity.

Based on studies from research journals, books and papers the presence of female workers in companies as measured by stress has no effect on the increase in company performance as measured by productivity. This is because younger women are exposed to stress in their careers compared to male workers. Female workers are more prone to experiencing mental

illness, namely anxiety so that it interferes with the company's operational results

The ease with which women workers are exposed to stress can be caused by sexism in the workplace, lack of or lack of support and difficulty balancing their outside life and career.

To increase company productivity, with the presence of female workers in the company, they can provide time or suggest companies to give time flexibility of work and provide many opportunities to improve careers for female workers and give or let female workers complete work from home when needed, so that by This means that women workers can achieve a balance in their work and are expected to benefit the company so that company productivity can be achieved.

The presence of female workers in the company as measured by emotion can increase the company's success in productivity

Based on studies from research journals, books and papers the presence of female workers in companies as measured by emotion has no effect on the increase in company performance as measured by productivity. This is because women's work stress until the occurrence of emotions is a condition or event that arises because of the interaction between workers and other workers, in this case are female workers. With the interactions that occur until a conflict occurs in the workplace and physically and psychologically disturbing the female workforce to spur the occurrence of more severe emotions so that it hampers the results or productivity of the company that is produced. Emotions can occur in circumstances or feelings caused by stress and it makes behavioral changes that lead to reduce the continuity of the company. This behavior is caused by certain situations that make behavior appear detrimental.

However, female workers can and are able to overcome emotions in the

workplace so that with this consideration the company's productivity will be achieved well with the presence of women in the workplace.

The presence of female workers in the company as measured by patients can increase the company's success in productivity

Based on studies from research journals, books and papers the existence of female workers in companies as measured by patients has an effect on increasing company performance as measured by productivity. This is because women in several studies, the presence of women in companies is often the main topic in the issue of gender diversity. In connection with emancipation and the gender equality movement which is demanded by the existence of equal rights to female workers in various fields of life, female workers have the basic characteristics to be successful because women are patient, have empathy, multitasking and have the talent to establish networking and can success in negotiations. Female workers play an important role in the company because female workers contribute to knowledge, creativity and problem solving skills. Female workers are also able to offer new perspectives on various issues, able to correct information bias in strategy formulation, female workers who are able to prioritize the interests of employees and company stakeholders significantly so that it affects the company's performance in achieving company productivity.

The presence of female workers in the company as measured by leadership can increase the company's success in productivity

Based on studies from research journals, books and papers the presence of female workers in companies as measured by leadership has an effect on increasing

company performance as measured by productivity. This is because women at work can do men's work. Female workers at work can survive in their jobs but can be successful as leaders. Women workers can show that they are capable and extraordinarily strong and dare not to be outdone by men. With the dual role of female workers who take care of children, households and husbands, it is not a weakness of female workers, the role of female workers cannot be replaced by men, indirectly the leadership of female workers gets an extra position in an organization or company. The leadership of women workers can improve company performance because women workers are able to do many tasks/multi-tasking and all of them can be done with a stable condition or concentration. Women workers are also able to control excessive emotions or anger in front of many people, so sometimes leadership like this is needed so that decisions are made more mature, especially. And moreover, female workers have characters who like beauty, peace, tranquility, and of course this condition can bring peace in the workplace so that achieving company performance (profitability and productivity) will be easier, conflicts in the company can also be resolved properly.

The existence of women's leadership in organizations and organizations so that in deciding something, careful consideration is needed in determining policies, which is owned by leadership led by women. Basically, women have the basic traits to succeed as leaders. Female leaders are more patient, empathetic, and multitasking—able to do several things at once. Female leaders also have a talent for networking in negotiations. The nature of women is also responsible and likes to overcome challenges in their work. Thus the presence of female workers as leaders in the company can bring fresh air in improving company

performance, both profitability and company can be achieved.

CONCLUSION

The existence of female workers in companies as measured by gender has an influence that can increase the profitability and productivity (output) of the company or organization towards a better direction. Women workers work more carefully and neatly and carefully in calculations, so that the resulting output is better, and can give high value to the company.

The existence of female workers in the company as measured by stress has no effect on increasing the company's performance, both profitability and productivity. This is because younger women are exposed to stress in their careers compared to male workers. However, for solutions the company can provide time or suggest companies to give work flexibility and provide many opportunities for career advancement for women workers and give or let women workers complete work from home when needed, so that in this way women workers can achieve balance in work and is expected to benefit the company so that the profitability and productivity of the company can be achieved.

The existence of female workers in the company as measured by emotion has no effect on the increase in company performance, both profitability and productivity. This is because female workers can and are able to cope with emotions in the workplace so that with consideration, the profitability and productivity of the company are certainly achieved well with the presence of women in the workplace.

The existence of female workers in the company as measured by the patient has an effect on increasing the company's performance, both profitability and productivity. This is because women tend to be patient, have empathy, multitasking and

have the talent for networking, successful in negotiations and able to offer new perspectives on various problems, able to correct information bias in strategy formulation, female workers who are able to prioritize the interests of employees and company stakeholders. thus affecting the company's performance in achieving profitability and productivity.

The existence of female workers in the company as measured by leadership has an influence on increasing company performance, both profitability and productivity, this is because women are able to do many tasks/multi-tasking and everything can be done with stable conditions or concentration. Female workers are also able to control excessive emotions or anger in front of many people, so sometimes leadership like this is needed so that decisions are made more mature. Female workers at work can do men's work and can survive in work and even become successful leaders. Female workers can show that they are capable and extraordinarily strong and brave, not inferior to men. So that the presence of female workers as leaders in the company can bring fresh air in improving company performance so that company profitability and productivity can be achieved.

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