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## "IMPACT OF SELF-CONFIDENCE, GENDER STEREOTYPE, AND FAMILY SUPPORT ON GLASS CEILING PHENOMENON: CASE IN LOCAL GOVERNMENT OF BUKITTINGGI"

#### **THESIS**



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JURUSAN MANAJEMEN FAKULTAS EKONOMI UNIVERSITAS ANDALAS PADANG 2015

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Padang, August 2015

gives statement,

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#### CHAPTER I

#### INTRODUCTION

#### 1.1 Background of the Research

In recent years, women as well as gender issues have turn into a major area of concern. Seminars, workshops are being held over the world to discuss women issues and women progression in all areas of life. Women behave differently from men in the development of their career. Women and men has different responsibility and function in family and career development thus the succession of career behaviours for women is far more complex than for men.

Changing in demographic, social and economic condition resulted in a large increase in the number of women work place around the world since past few decades. Although the women's presence in higher education levels and they obtain general qualifications, access for women to achieve position as senior level management is very limited (Wentling, 2003).

Based on Statistical Bureau in Kuswaraharja (2008), over August 2006 - August 2007 women worker in Indonesia increase 3.3 million people. Besides, increasing total number of women worker also happened in Denmark, Germany, French, and United Kingdom, which are 45%, 44%, 40%, and 39%, respectively. Several studies illustrated that during the last two decades there has been an increase proportion of women at entry and middle-level management positions, results in activities of the women's movement, policies of the political system, and corporate equal opportunity initiatives (Bombuwela & Chamaru, 2013).

According to Meyerson & Fletcher (2000) women at the highest levels of business are still rare. Other data showed by Weyer (2007), that from 1000 companies in Germany, are only 17 women who has a position as CEO.

Women are often trapped in the lower and middle management positions, and this occurrence is noted worldwide. In other words, despite benefiting from education and enough experience, women typically do not have sufficient ability and willingness to accept the critical responsibilities and positions. This compelling situation has pointed out as "Glass Ceiling" (GC). It's put on show that there are innumerable barriers, women are facing when they trying to climb the corporate ladder (Bombuwela & Chamaru, 2013).

Glass Ceiling is a one phenomenan that happens in the worldwide. Glass ceiling became a popular term after it was coined in The Wall Street Journal by journalists Hymowitz and Schellhardt in 1986. It is an everyday metaphor used to describe the invisible barrier in front of women seeking to move up organizational hierarchies (Powell, 2012). The glass ceiling refers to a barrier so subtle that it is transparent, yet so strong that it prevents women and minorities from moving up in the management hierarchy (Morrison & Von Glinow, 1990).

Due to the glass ceiling fewer women make it to top positions in the organization. Even after they advance to top positions going through the glass ceiling and paying greater social costs than men, they are likely to face another glass ceiling, which limits women's authority significantly (Alkadry & Tower, 2011). This phenomenon is responsible for the scarcity of women holding leadership and

senior management positions in many areas, but particularly in business and politics (Catalyst, 2011; Okimoto & Brescoll, 2010).

Self-confidence is one of characteristic that shows promise as a predictor of leader emergence. Self-confidence appears an important trait for women's managerial advancement. Women who have reached powerful positions are thought to have self-confidence (Ragins & Sundstrom, 1989). Several early investigations have reported that females generally exhibit less self-confidence than males in certain types of achievement situations (Feather & Simon, 1973; Maccoby & Jacklin, 1974).

Another factor that influence the existence of Glass Ceiling is gender stereotype. Kattara (2005) found gender stereotype as the most important challenge facing women from reaching top management position. The social roles that are typically occupied by women and men can account for the content of gender stereotypes. Gender stereotypes and their nature are not a culture- or a region-bound phenomenon. They are alarmingly uniform across countries. Stereotypes—socially shared beliefs about attributes and characteristics associated with members of a social group—are a relatively prevalent source of bias that can influence judgments and decisions (Fiske & Taylor, 1991).

Li & Leung (2001) indicated family support as one predictor of the existence of Glass Ceiling. Family support is based in part on theories related to families, particularly family systems theory, ecological and support theories, and life-span and life course theories (Maitz, 1994; Andrews, et. al, 1980; Macklin, 1973). Family constraints can be perceived as a function of female's commitment

to and actual involvement in duties associated with parental, marital and homemaker roles on one hand and the amount of support she receives from her spouse and other relatives on the other (Chi-Ching, 1992).

Based on previous research, most of cases about Glass Ceiling conducted in private sector organization (Bombuwela & Chamaru, 2013; Kattara, 2005; Li & Leung, 2001) because the number of women who occupied managerial positions is not proportional to the number of female employees there. But actually Glass Ceiling Phenomenon can also happened in government sector (Choi & Park, 2014) Factors that influence Glass Ceiling Phenomenon should researched, thus allowing women to overcome barriers for them to moving up to higher position.

Satuan Kerja Perangkat Daerah (commonly abbreviated as SKPD) is the Local Government (Provincial and District / City) in Indonesia. SKPD is implementing executive function which must be coordinated in order to make the governance goes well. Basic Indonesian law in force since 2004 for the establishment of SKPD is Pasal 120 UU no. 32 tahun 2004 about Local Government. In SKPD included Sekretariat Daerah, Staf-staf Ahli, Sekretariat DPRD, Dinas-dinas, Badan-badan, Inspektorat Daerah, other local institutions which are directly responsible to the Head of Region, Kecamatan-kecamatan, and Kelurahan/Desa.

Satuan Kerja Perangkat Daerah Bukittinggi has a composition of male employees as much as 1476 people, or 40%, and the composition of female employees as much as in 2227, or 60%. However, it is inversely proportional to the structural composition of male officials more than women structural officials that

67 people or 78.8%, and 18 people or 21.2%. Although women participation in workforce has increased but, a very view number of managerial position are being filled by women.

As the government, which has more structural composition male officers compared structural officers woman, investigate the reasons for the absence of women in top management, the obstacles and challenges facing them indispensable. Need for women officers to recognize and understand the barriers that prevent them in a career, and find out if they face a glass ceiling existences, so that in the future can be taken steps to address these problems.

Based on the issues, researcher build a research with a title: "Impact of Self-confidence, Gender Stereotype, and Family Support on Glass Ceiling Phenomenon: Case in Local Government of Bukittinggi"

#### 1.2 Problem Statements

The research question is build as follows:

- 1. How does self-confidence impact on perceived of Glass Ceiling Phenomenon?
- 2. How does gender stereotype impact on perceived of Glass Ceiling Phenomenon?
- 3. How does family support impact on perceived of Glass Ceiling Phenomenon?

#### 1.3 Objectives of the Research

Based on the questions in problem statement, the research purposed are:

- To analyze impact of self-confidence on perceived of Glass Ceiling Phenomenon.
- To analyze impact of gender stereotype on perceived of Glass Ceiling Phenomenon.
- 3. To analyze impact of family support on perceived of Glass Ceiling Phenomenon.

#### 1.4 Contributions of the Research

This research is expected to give contribution and benefit for two important parts. First, the finding of this research is a learning process in applied the knowledge and theories learned in connection with issue in the field of human resource management, and to test whether the self-confidence, gender stereotype and family support impact the perceived of Glass Ceiling Phenomenon. Moreover, the finding expected to strengthen the existing theories of variables.

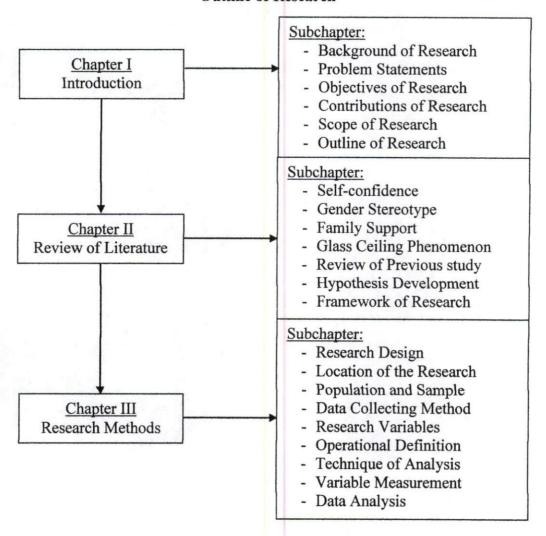
Second, the finding of this research will be useful for Sekretariat Daerah Kota Bukittinggi, to know and aware about Glass Ceiling phenomenon, its factors that influence the existence of it in order to develop strategies to address and improve the policies for preventing such things. Especially for women civil servant in Sekretariat Daerah Kota Bukittinggi, they can identifying things which hinder their career, the way to shatter them and helps to climb up their career.

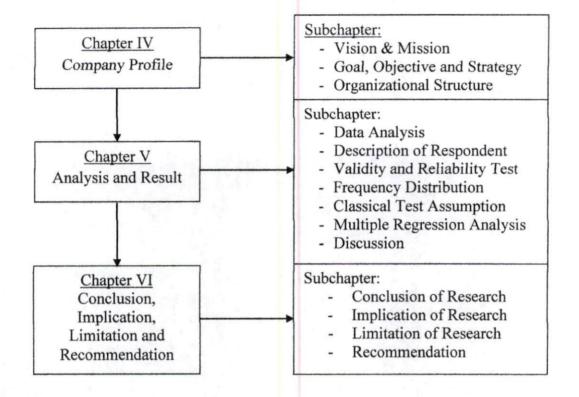
#### 1.5 Scope of Research

The research use self-confidence, gender stereotype and family support as independent variable and Glass Ceiling phenomenon as dependent variable. The research is specifically examine the impact between two variable. For object of the research, it is conducted in *Sekretariat Daerah Kota Bukittinggi* which is a part of Local Government of Bukittinggi and the object is women civil servant in *Sekretariat Daerah Kota Bukittinggi*.

#### 1.6 Outline of the Research

Figure 1.1
Outline of Research





#### CHAPTER II

#### LITERATURE REVIEW

#### 2.1 Self-confidence

Self-confidence is the degree of perceived probability of success at a task (McClelland, 1985). Self-confidence is also known by other terms such as self-efficacy (Bandura, 1982) or mindfulness (Chanowitz & Langer, 1980). McClelland (1985), and the present researchers use all of these terms interchangeably. Self-confidence is an essential element in achievement strivings (Nieva & Gutek, 1981; Carr, Thomas, & Mednick, 1985). Low self-confidence often leads to self-discouragement and low achievement (Nieva & Gutek, 1981) as well as negative psychological consequences (Holahan & Moos, 1986).

Self-confidence is one of the most frequently cited psychological factors considered by many to be a key factor for a successful performance. That in social cognitive theory and individual's degree of self-confidence influences performance (Kumar, et. al, 2013). Self-confidence is the inner feeling of certainty; it is a feeling of certainty about who you are and what you have to offer to the world and also it also offers the feeling that you are worthwhile and valuable. Self-confidence is an essential element to being able to create powerfully. Most accurate concept of the bodily self is that of a representation of attitudes and expectancy systems (Dureja & Singh, 2011).

Self-confidence — an individual's anticipation of successful mastery of challenges or overcoming of obstacles (Rosenberg, 1979) — is an important attribute for leadership and management and is posed to enhance managerial advancement. It has been consistently associated with leadership and managerial level (Tharenou, et. al, 1994). Women who have reached powerful positions are thought to have high self-confidence (Ragins & Sundstrom, 1989), and self-confidence is likely to help women to seek encouragement and training.

#### 2.2 Gender Stereotype

Stereotypes are social phenomena, representing probabilistic beliefs about characteristics of males and females or "paired associations between gender categories and attributes" (Ruble & Martin, 1998, p. 940). In social psychology, a stereotype is a thought that can be adopted about specific types of individuals or certain ways of doing things (McGarty, et. al, 2002). These thoughts or beliefs may or may not accurately reflect reality (Cox, et. al, 2012). Stereotype threat occurs when people are aware of a negative stereotype about their social group and experience anxiety or concern that they might confirm the stereotype (Quinn, Kallen & Spencer, 2010). Stereotype threat has been shown to undermine performance in a variety of domains (Inzlicht, et. al, 2012).

Gender stereotypes are among the first stereotypes to develop, emerging as early as 2 years of age in North American toddlers (Hill and Flom 2007). Stereotypes based on gender tend to be quite influential as gender is a ubiquitous category for stereotyping (Heilman, 2001). Gender stereotypes contain information

about widely shared beliefs and norms differentiating the masculine and feminine. Masculine stereotypes associate agentic-instrumental characteristic with men, whereas feminine stereotypes associate communal-expressive characteristics with women: assertive and forceful men and warm and gentle women. These stereotypes are pervasive, and provide relatively well-defined prescriptions for typical male and female behavior (Fiske & Taylor, 1991).

Gender stereotypes and roles can also be supported implicitly. Implicit stereotypes are the unconscious influence of attitudes a person may or may not be aware that they hold. A person is influenced by these attitudes even though they are not aware. Gender stereotypes can also be held in this manner. Based on Nosek, Banaji & Greenwald (2002), one example of an implicit gender stereotype is that males are seen as better at math than are females. It has been found that men have stronger positive associations with math than do women. Women have stronger negative associations with math, and the more strongly a woman associated herself with the female gender identity, the more negative her association with math is.

In a study spanning 25 countries (including India, France, Japan, Canada, and the United States), Williams, Satterwhite, and Best (1999) composed an inventory of common pan-cultural gender stereotypes. The major stereotypes associated with females were affectionate, attractive, dreamy, emotional, sensitive, and submissive. Males were seen as masculine, adventurous, strong, forceful, and aggressive.

#### 2.3 Family Support

Family support has direct relationship between both family-work and work-family enrichment (Baral & Bhargava, 2011), job satisfaction and organizational commitment (Marcinkus et al., 2007). The behavior of family members can help support the work-family conflict experienced by women working, which can support the attitude, emotional or instrumental support (Kim and Ling, 2001).

Family support is based in part on theories related to families, particularly family systems theory, ecological and support theories, and life-span and life course theories (Maitz, 1991; Andrews, et. al, 1981; Macklin, 1973). Between the 1970s and 1990s, family support was developed in the context of community integration, building on the quarter century work on physical and social integration of families and their children (Nirje, 1985; Thomas & Wolfensberger, 1999).

Li and Leung (2001) proved that family support effect on the existence of glass ceiling. To the lack of family support is an important predictor of third-existence of glass ceiling. Family support can be an attitude, emotional or material support (Greenhaus & Beutell, 1985). Emotional support can be a concern, such as sympathy for the couple work, willing to listen, and give advice. While the support material can be either a willingness to take care of children and home. (Kim and Ling, 2001).

#### 2.4 Glass Ceiling Phenomenon

The term Glass ceiling has been first identified by Carol Hymowitz and Timothy Schellhardt in an article, published on the March 24th edition of the Wall Street Journal in 1986. This article reveals the invisible barriers that impede the career advancement of women in the American workforce. Barrier of prejudice and discrimination that excludes women from higher level of leadership positions in working environment is a phenomenon, known as the glass ceiling (Morrison, White, & Van Velsor, 1987 in Osibanjo); this discrimination is due to negative beliefs about women's management ability.

Glass ceiling is the view that, women can be accepted as an employee of the company, but have difficulties to be promoted, especially at the senior level management positions (Stoner et. Al., 1996). Women can see opportunities above but can not reach it. According to Burke (2005), the glass ceiling is a barriers which limits the continuation of a career women reaches a higher position. In reaching that position as if there are invisible obstacles (Stoner et. al., 1996).

The 'glass ceiling' can be described as an 'invisible', but impenetrable barrier which prevents women from reaching senior positions within organization (Brewis & Linstead, 1999) as well as an 'impermeable barrier that blocks the vertical mobility of women' (Burgess & Tharenou, 2002) and is known to be 'very visible to those whose careers have been affected by it' (Auster, 1993).

The "glass ceiling" refers to an artificial barrier that prevents qualified individuals to advence within their organization and reach their full potential

(Reinhold, 2005). Even though society has come to long way in attaining more opportunities for women, there is still a long way to go in order to reach true equality (Goodman et al., 2003). This inability to reach equality is what is term "glass ceiling" (Veale and Gold, 1998). The term glass ceiling is the apparent barriers that prevent women and minorities from reaching the top of the corporate hierarchy (Pai and Vaidya, 2009, p.106).

The phrase glass ceiling has been understood to represent a variety of biases that prevent qualified minorities and women, though they are members of an increasingly diverse workforce, from advancing into mid and senior-level management positions within the workplace (Zachariasiewicz, 1993 in Osibanjo). Glass ceiling can also be defined as an intangible barrier that determines the altitude to which women or a marginalized/under represented demographic minority can come up in an organization (Albrecht, Borland, & Vroman, 2003; Arulampalam, Booth, & Bryan 2004; Pendakur & Pendakur, 2005).

A Glass ceiling is a specific type of gender or racial inequality that can be distinguished from other types of inequality (David A. Cotter et al, 2001 in Afza). In their study, they have identified four criteria that create glass ceiling:

- A Glass ceiling inequality represents a gender or racial differences that is not explained by other job-relevant characteristics of the employees.
- 2. A Glass ceiling inequality represents a gender or a racial difference that is greater at higher levels of an outcome than at lower levels of an outcome.

- A Glass ceiling inequality represents a gender or racial inequality in the chances of advancement into higher levels, not merely the proportions of each gender or race currently at those higher levels.
- A Glass ceiling inequality represents inequality that increases over the course of a career.

According Weyer (2007), three categories which are barriers in glass ceiling phenomenon:

- Practices such as recruitment, retention, and promotion. Companies tend to
  favor male employees because considered to have a greater ability than
  women. Women are not given the chance to prove herself, that has the same
  ability as men.
- Behavior and culture, such as stereotypes and leadership style. Women managers much less having the characteristics described to be a successful manager (Cai and Clainer, 1999).
- 3. Structure and culture are described in depth in feminist theory.

In Asia, the concept of "glass ceiling" is somewhat differ than in the West countries. Studies that have been conducted using Asian found that lack of females in managerial positions (not necessarily top management positions) as an indicator of the glass ceiling effect. Olson & Walker (2004), shown that women executives distinguished themselves with other group of women in business. Additionally, corporate culture and environment strongly favors men over women where men are likely to be promoted to middle and senior management at a faster pace than women

(Tlaiss & Kauser, 2011). It is clear that gender realities may prevent corporations from taking full advantage of the true potential of their women employees by stifling their growth and denying their opportunities to show their worth.

Maheshwari (2012) indicates Glass Ceiling global barriers can broadly be divided into three categories namely, individual, societal and organization related barriers. According to Williams and Cooper (2004), "women do 65-85 per cent of childcare work and more than 70 per cent of elderly care work". Glass ceiling generally indicates the type of vertical separation, where recognition of factors such as the level of expertise, responsibilities, salary, status and power is crucial to accessing management positions (Wirth, 2004)

#### 2.5 Review of Previous Studies

In this review of previous studies, informations regarding the terms mentioned above will be presented with an eye to develop research concept and give an overview toward the linkage between them. Within the studies cited however, are many more and reaching references across the spectrum of constructs and disciplines. Previous study is very important as a foundation in order to preparation of this study, as well as a comparison and overview for support research activities following:

Hanan Kattara (2005) with the title of research: Career Challenges for
Female Managers in Egyptian Hotels. The purpose of this research is to
providing a profile of female managers in Egypt, determining their position
in hotel departments, and investigating the challenges preventing them from

reaching the top management position. The finding of this research depicted that the majority of female manager were not in situations that would lead them to the positions of general managers. Female managers perceived that the challenges facing them from reaching top management positions were ranked as follows: relationships at work as the most important challenge, followed by gender stereotyping, cultural conflict, gender discrimination and work/family conflict. On the other hand, they did not identify family support and mentor support as being barriers preventing them from advancements. The stepwise multiple regression showed that 35.5 percent of the variance in the existence of challenges could be explained by four factors; gender discrimination, relationships at work, mentor support and lack of network access.

2. Lan Li and Roberta Wang Leung (2001) with the title of research: Female Managers in Asian Hotels: Profile and Career Challenges. This paper presents the general profile of female hotel managers in Singapore and examines barriers that may prevent middle-level female managers from moving up to the executive positions. The correlation and chi-square analysis suggested that only six out of the eight factors proposed in the study were significantly correlated to the existence of glass ceiling. These factors are gender gender stereotypes, sexual discrimination, network access, family support, work-family conflict and mentor support. The finding suggested that female managers in Singapore hotels have "given up" some family life in order to get ahead, that is work-family conflict and family

- support and variance in the existence of the glass ceiling also can be explain by network.
- 3. Bombuwela P. M and De Alwis A. Chamaru (2013) with the title of research: Effect of Glass Ceiling on Women Career Development in Private Sector Organizations- Case of Sri Lanka. The study was conducted with the aim of obtaining the following objective. That is "To find out the Effect of Glass Ceiling on Women Career Development with regard to female executive level employees who are working in private sector organizations." At the same time, hypotheses are developed to find out whether there is a significant effect of Individual Factors, Family Factors, Organizational Factors and Cultural Factors on Women Career development. The findings reveal that the Glass Ceiling and Women Career Development have a moderate negative relationship, and also show that Individual Factors, Organizational Factors and Cultural Factors have a significant effect on Women Career Development whereas Family Factor has effects on the Glass Ceiling.
- 4. Phyllis Tharenou, Shane Latimer & Denise Conroy (1994) with the title of research: How Do You Make It on Top? An Examination of Influences on Women's and Men's Managerial Advancement. Confirmatory modelling was used to test models of situational and individual influences on women's and men's managerial advancement. Although an overall model fitted the data well, separate model for women and men were more explanatory. The founding of research indicate that training led to managerial advancement

and was of more advantage to men than to women. Work experience and education increased training, again more for men than for women, and self-confidence does not appear to enhance managerial advancement.

#### 2.6 Hypothesis Development

According to Sekaran (2003), a hypothesis can be defined as a logically conjectured relationship between two or more variables expressed in the form of a correlation bivariate statement. Relationships are conjectured on the basis of the network of associations established in the theoretical framework formulated for the research study. This research was designed to investigate and analyze the influence of self-confidence, gender stereotypes and family support to the perceived of Glass Ceiling Phenomenon in women civil servant in *Sekretariat Daerah Kota Bukittinggi*.

Ragins and Sundstrom (1989) explained women's promotion to powerful position as shaped by individual influences, including personality aspect such as self-confidence. Self-confidence is likely to help women to seek encouragement and training. Based on the research study conduct by Tharenou, et. al (1994), the higher self-confidence in an woman employee means the greater career advancement and training opportunity to master certain educational level. It means that when there is a chance for greater career advancement, the barriers to moving up to a higher position is low, implying that the perceived of Glass Ceiling Phenomenon is also low. From this study, Author proceed to hypothesize that:

### H1: Self-confidence significantly influences the perceived of Glass Ceiling Phenomenon

Katara (2005) ranked gender stereotype as the most important challenge preventing women to reaching top management position. The gender dimension of glass ceiling is most often applied in organization where the upper echelons of power is prejudiced in favour of men and the women counterparts are sidelined in the race to organizational hierarchies. Barriers of prejudice and stereotype that excludes women from higher level of leadership positions in working environment is a phenomenon, known as the Glass Ceiling (Morrison, White & Velsor, 1987); this discrimination is due to negative beliefs about women's management ability.

Other founding from Li & Leung (2001), they did not perceived gender stereotype as an obstacle for female manager. It is interested that there is differences value in the stereotype myth. As obtained in the literature, Author therefore summarize that:

### H2: Gender Stereotype significantly influences the perceived of Glass Ceiling Phenomenon

Lack of family support is the third predictor of the existence of a Glass Ceiling (Li & Leung, 2001). Reports indicated that for female manager in Asia, getting recognition from their husbands and mothers-in-law for the value of their work and career, and simply getting their husband to agree to take care of themselves have been long and difficult challenges (Tang, 1988).

### H3: Family Support is significantly influence the perceived of Glass Ceiling Phenomenon

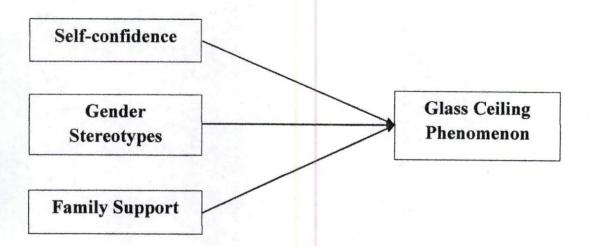
#### 2.7 Theoretical Model of the Research

A theoretical framework is a conceptual model of how one theorize or makes logical sense of the relationship among the several factors that have been identified as important to the problem.

Based on the preview literature above, researcher draw a theoretical model of the research as follow:

Theoretical model of the research "The Analysis of Self-confidence, Gender Stereotype and Family Support to the perceived of Glass Ceiling Phenomenon (study in Women Civil Servant in Sekretariat Daerah Kota Bukittinggi"

Figure 2.1
Theoretical Model of the Research



#### **CHAPTER III**

#### RESEARCH METHODOLOGY

#### 3.1 Research Design

This research used quantitative research approach. Quantitative research design choosed order to find out the appropriate answers to the research question and to test the hypothesis. Hypothesis testing is a study that explain the nature of certain relationship, or establish the differences among groups or the independence of two or more factors in a situation (Sekaran, 2003). This research design will complete and support the achievement of this research. This quantitative research is use to find out the significant influence of self-confidence to the presence of Glass Ceiling, significant influence of gender stereotype to the presence of Glass Ceiling and significant influence of family support toward the presence of Glass Ceiling.

#### 3.2 Location of the Research

The research conducted in Sekretariat Daerah Kota Bukittinggi at Jl. Kusuma Bhakti, Bukit Gulai Bancah, Bukittinggi.

#### 3.3 Population and Sample

#### 3.3.1 Population

According to Djarwanto (2000), population is the object of research with clear enough boundaries of the problem. Population refers to the entire group of people, events, or things of interest that the researcher wishes to investigate

(Sekaran, 2003). Population in this research is the woman civil servant in Sekretariat Daerah Kota Bukittinggi, consist of 82 respondents.

#### 3.3.2 Sample

The sample is part of the population whose characteristics going to be investigated and considered to be representative of the overall population (Djarwanto and Subagyo, 2000). Hair, et. al, (1998) suggested that the minimum number of samples used are 50 respondents. Jogiyanto (2004) gives an explanation about good sample that the sample must be accurate (no bias) and high precision value.

#### 3.3.3 Sampling Technique

This research is using non-probability sampling, according to Sugiyono (2011, p. 66), non-probability sampling technique that does not give the opportunity / equal opportunity for every element (members of) the population to be elected as members of the sample.

Non-probability sampling divided into several categories such as systematic sampling, quota sampling, saturated sampling, snowball sampling and purposive sampling. In this reasearch the researcher used purposive sampling where the study was not conducted on the entire population but focused on the target. Where, purposive sampling means that the sample determination consider criteria who have made certain that the object in accordance with the objectives in this research study conducted on women civil servant in *Sekretariat Daerah Kota Bukittinggi*. The

research also use saturated sampling, is sampling technique when members of the population used as a sample. So, the sample for this research is same as the amount of the population which are 82 respondents.

### 3.4 Data Collection Method

The collection of data that will be use in this research is using direct survey that getting data directly from the respondents. The questionnaire in this research will be consist of item that related to self-confidence, gender stereotype, family support, and the perceived of Glass Ceiling phenomenon.

## 3.4.1 Data Processing

The data collected is processes through some steps that consist of:

- Editing, that is checking every gathered questionnaire to make data isolated completely, clear and correct.
- Coding. It is giving a code from each gathered data, in each question in questionnaire with a purpose to facilitate data processing.
- Data inputting is placing data into data editor at Excel and SPSS 20 program.
- Data processing is processing data at Excel and SPSS 20
- 5. Data interpretation.

## 3.5 Conceptualization and Operationalization of Variables

A variable is anything that can take on differing or varying value. The value can differ at various times for the same object or persons, or at same time for different objects or persons (Sekaran, 2003). There are four main types of variables: dependent variable, independent variable, intervening variable, and moderating variable. In this research researcher use two variables: independent variables and dependent variables, where self-confidence, gender stereotype, and family support as independent variable, and for the dependent variable the perceived of Glass Ceiling Phenomenon

# 1. Independent Variables (X)

Independent variable is varied during the experiment; it is what the investigator thinks will affect the dependent variable. Independent Variable is variable that only as predicted at causal for construction or variable in this research (Sekaran, 2003). Independent variables in this research as follow:

Self-confidence as X1

Gender Stereotype as X2

Family Support as X3

# 2. Dependent Variable (Y)

A dependent variable is what you measure in the experiment and what is affected during the experiment. The dependent variable responds to the independent variable. It is called dependent because it "depends" on the

independent variable. In a scientific experiment, cannot has a dependent variable without an independent variable. The dependent variable in this study is:

Glass Ceiling Phenomenon as Y1

# 3.6 Operational Definition

Operational definition is a process for identification of an object by distinguishing it from its background of empirical experience. In this research the operational definition refer on the variables measurement and items of each variable. There are four variables: Self-confidence, Gender Stereotype, Family Support and the perceived of Glass Ceiling Phenomenon. Each variables consist of items which directly used became research questions.

Table 3.1 Operational Definition

No	Variables	Definition	Number of indicator	Source
1.	Self- confidence	Self-confidence – an individual's anticipation of successful mastery of challenges or overcoming of obstacles (Rosenberg, 1979) – is an important attribute for leadership and management and is posed to enhance managerial advancement.	4-items (Appendix A)	Tharenou, et. al, (1994). An examination of influences on women's advancement.
2.	Gender Stereotypes	Gender stereotypes contain information about widely shared beliefs and norms differentiating the masculine and feminine.	5-items (Appendix A)	Hanan Kattara (2005). Career challenges for female managers in Egypt an hotels.
3.	Family Support	Family support is based in part on theories related to families, particularly family systems theory, ecological and support theories, and life-span and life course theories	5-items (Appendix A)	Lan Li & Roberts Wang Leung (2001). Female managers in Asian hotels.
4.	The Perceived of Glass Ceiling Phenomenon	The 'glass ceiling' can be described as an 'invisible, but impenetrable barrier which prevents women from reaching senior positions within organization	8-items (Appendix A)	Hanan Kattara (2005). Career challenges for female managers in Egypt an hotels.managers in Egypt an hotels.

### 3.7 Variable Measurement

The measurements of element that used in this research were adopted and developed based on established existing variables from previous studies.

Self-confidence will be measured use scale developed by Tharenou (1994), Gender stereotypes, Family Support and Glass Ceiling Phenomenon will be measured use scale developed by Kattara (2005). Self-confidence consist of 4-items, gender stereotype consist of 5-items, family support consist of 5-items, and Glass Ceiling Phenomenon consist of 8-items. All variables used 5-points Likert's scale, while for variable self-confidence and family support are the positive statement where strongly agree = 5 and strongly disagree = 1, and for variable gender discrimination and Glass Ceiling Phenomenon are the negative statement, where strongly agree = 1 and strongly disagree = 5 (see Appendix A).

## 3.8 Data Analysis

## 3.8.1 Validity and Reliability

## a. Validity testing

Validity test is purposed to establish the goodness of measurement, whether we are measure the right thing or not. According to (Ghozali, 2001) validity test is a tool which is used to measure validation of questioner. This validity testing is using factor analysis that is the procedure for identifying items or variables based on similarity. The similarity is indicated by the high correlation value and the value of loading factor. If the loading factor are  $\pm$  0.5 or greater, they considered practically significant (Heir et all, 1998). From factor analysis test, will form a

single construct or fractions construct. The selected factor if construct split more than 1, is the first factor with loading factor value that is greater than 0.5. Valid questionnaire means the questionnaire is able to measure what should be measured.

#### b. Reliability testing

Reliability according to Ghozali (2001) is measuring instrument to measure a questionnaire which represent indicator of construct variable. The reliability of measures indicate the extent to which it without bias (error free) and hence ensures consistent measurement across time and across the various items in the instrument. Internal reliability testing is purposed to see how well the items measuring a concept hang together as a set. *Cronbach's Alpha* is a reliability coefficients indicates how well the item in a set are positively correlated to one another. The answer consistency showed by the degree of *Cronbach's Alphas*. The closer the reliability coefficient gets to 1.0 the better (Sekaran, 2003).

In determination of reliability level of one instrument that can be accepted f value of alpha, exist in range 0.60 - 1.00. We categories good / reliable if in range > 0.60 - 0.8. We categorize very good/ very reliable if in range 0.80 - 1.00 (Hair et al. 1998). To determine the reliability of each statement, it is used computer program SPSS 20 for windows with a *Cronbach alpha* formula.

# 3.8.2 Classical Test Assumptions

#### a. Normality test

Normality test aims to test whether the regression model or residual confounding variables have normal distributions.

# b. Multicollinearity test

Multicollinearity test aims to test whether the regression models found a correlation between the independent variables (independent).

## c. Heteroscedasticity Test

Heteroscedasticity test aims to test whether the regression model the variance of the residual inequality occurs one observation to another observation.

# 3.8.3 Multiple Regression Analysis

Ghozali (2001) define multiple regression analysis is technique dependence. So variable that will be divided into will be divided into the dependent variable (Y) and variable independent (X).

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$$

#### Description:

Y = The Perceived of Glass Ceiling

 $X_1 = Self$ -confidence

 $X_2$  = Gender Stereotype

 $X_3 = Family Support$ 

 $b_1,b_2,b_3$  = Regression Coefficient

a = Constant variables

e = Random error term / Residuals

To obtain the best multiple regression model the regression model proposed is necessary to test the hypothesis as follows:

#### a. F-Test

In this study contains the F test, to know how big a significant positive effect of independent variables to dependent variable. Accorning to Pallant (2007) the Significant impact if Sig. value is same or < 0.05.

### b. R<sup>2</sup>

Coefficient determination used to analyze in what extent the independent variable illustrate the dependent variable. If the value of R square is nearly 1 means the independent variable give almost all of the information needed to predict dependent variable (Ghozali, 2011)

#### c. T- Test

In this study using the t test, to test the independent variable in one by one whether there is any influence on the dependent variable (Y).

All the hypothesis will be accepted with the requirements of T-statistic is greater than T-Table. Hypothesis verification is very useful to know the result of research are rejected or received. In verifying the hypothesis of this research, I used dk = (n-1) and the level significance 0 = 0.05 with criteria as follow:

Receive = Ho, IF -  $t(1 - 1/2 \alpha) \le t \le (1 - 1/2 \alpha)$ 

Rejected = Ho, IF - t  $(1 - 1/2 \alpha) \ge t \ge (1 - 1/2 \alpha)$ 

(Sudjana, 2002:239)

Table 3.2
Data Analysis Summary

Data Analysis	Using	Measurement	Source
Validity Test	Factor Analysis	If loading factor is >0.5 the data is valid.	Hair et al. (1998)
Reliability Test	Cronbach's Alpa	Reliable: 0.6 - 0.8 Very Reliable: 0.8 - 1.00	Hair et al. (1998)
Frequency Distribution	Mean of items	Low: 1.0 - 2.49 Moderate: 2.5 - 3.5 High: 3.5 - 5.0	Kerr & Jermier (1978)
Classical Theory A	ssumptions	100000000000000000000000000000000000000	
Normality Test	Kolmogrov Smirnov Histogram	If Asymp Sig. >0.05	Pallant (2007)
Multicollinearity Test	Variance Inflation Factor (VIF)	If VIF is <0.3 means no multicollinearity	Pallant (2007)
Heteroscedasticity Test	Scatterplot		Pallant (2007)
Multiple Regressio	n		L
F-test	F-value	Significant impact if Sig. value is same or < 0.05	Pallant (2007)
$R^2$	R-value	Low: 0.00 – 0.39 Moderate: 0.40 – 0.59 Strong: 0.60 – 0.79 Very Strong: 0.80 – 1.00	Sugiyono & Wibowo (2004)
T-test	Coefficient Table	Significant if Sig. value is < 0.05	Pallant (2007)

#### **CHAPTER IV**

#### **COMPANY PROFILE**

#### 4.1 Vision and Mission

Vision of Sekretariat Daerah Kota Bukittinggi associated with foresight regarding where government agencies must be taken and directed in order to work consistently and still exist, anticipatory, innovative and productive. Vision is a picture of the future state of containing the ideals and image to be realized government agencies.

To realize its vision, it is necessary to identify the mission. The mission is something that must be carried or held by government agencies as a translation of the vision that has been set. As to realizing that vision, *Sekretariat Daerah* set 4 (four) missions as follows:

- Improve coordination of coaching understanding and practice of religious values and customs and moral norms in social life.
- Improve the ability of local government apparatus and institutional bureaucracy in the management and administrative services as well as professional public service, transparent and accountable.
- Improve the coordination of city services as city of tourism, city of education, the city of trade and services as well as the city of public health service.
- Improve the coordination of economic development, investment, regional development and environmental planning that is safe, comfortable and cool.

#### 4.2 Goal, Objective and Strategy

A goal is something that will be achieved or produced within a period of 1 (one) to 5 (five) years. Goals are defined with reference to the statement of vision and mission and is based on issues and strategic analysis. *Sekretariat Daerah Kota Bukittinggi's* goals set out in the Regional Secretariat Year Strategic Plan 2010 - 2015, namely: Meets Criteria The specific, Measurable, Achievable, Result Oriented, Time Bound

Objectives is the result to be achieved, significantly in the formulation of a more specific, measurable targets in a shorter time than the goal. Objectives sought to be achieved within a specified time range / year on an ongoing basis in line with the goals set in the strategic plan.

- Reduced practices Collusion, Corruption and Nepotism (CCN) in the process of implementation of Local Government.
- Creation of institutional and management system of government that is clean, efficient, effective, transparent, professional and accountable.
- The absence of government policies and actions that are discriminatory against the whole society.

The strategy is a way to achieve the goals and objectives that are translated into policies and programs. Policy is a collection of decisions that determine carefully about how the strategy will continue to be implemented or the implementation guidelines of action or specific activities. The program is a collection of activities that are systematic and integrated to obtain results in achieving the target.

Strategy of Sekretariat Daerah Kota Bukittinggi consists of:

- Strengthen the institutional leadership of the city government from the top manager to the low manager.
- 2. Improve the quality of personnel resources, in terms of both technical and mental.
- 3. Reforming the institutional organization of the city government effectively and efficiently, and oriented towards the vision.
- Improve internal controls and cooperation with external monitoring agencies to always guard the way of governance according to the rules of existing regulations.
- 5. Integrate and synchronize the programs / activities among the regional work units corresponding basic tasks and functions of each to support the achievement of the vision and mission of regional development.

# 4.3 Organizational Structure

- 1. Regional Secretary
- 2. Administrative Assistant Public Administration
  - I. General Government Division
    - a. Sub-division of Governance
    - b. Sub-division of Land Administration
    - c. Sub-division of Cooperation Foreign Affairs and Home Affairs
  - II. Organizations Division
    - a. Sub-division of Institutional

- b. Sub-division of Management
- c. Sub-division of Analysis and Apparatus

## III. Legal and Human Rights Division

- a. Sub-division of Legislation
- b. Sub-division of Legal Documentation and Counseling
- c. Sub-division of Legal Aid and Human Rights

# 3. Administrative Assistant for Economic Development and Social Welfare

#### I. Economics Division

- Sub-division of Utilization and Development of Network
   Economy
- b. Sub-division Development of Potential and Economic Institute
- c. Sub-division of Development of Economic Facilities

# II. Development Division

- a. Sub-division of Development Facility
- b. Sub-division of Information and Control Data
- c. Sub-division of Evaluation and Reporting

# III. Social Welfare and Community Division

- a. Sub-division of Public Welfare
- b. Sub-division of Society
- c. Sub-division of Religious and Harmony

#### 4. General Administrative Assistant

- I. General and Equipment Division
  - a. Sub-division of General and Protocol

- b. Sub-division of Domestic and Maintenance
- c. Sub-division of Procurement and Inventory

# II. Financial Division

- a. Sub-division of Financial Planning
- b. Sub-Division of Financial Administration
- c. Sub-division of Accounting and Reporting

# III. Public Relations Division

- a. Sub-division of Reporting and Data Presentation
- b. Sub-division of Releases and Partnership
- c. Sub-division of Mass Media and Documentation

#### **CHAPTER V**

#### RESULTS AND ANALYSIS

# 5.1 Data Analysis

Through data analysis, Researcher will interpret the data and answer submitted by respondents. The respondents consist of women civil servants in 14 parts of division in *Sekretariat Daerah Kota Bukittinggi*. Questionaires distributed on June 2015. In this chapter, Researcher interpret and analyze the data and answer which given by the women civil servants at *Sekretariat Daerah Kota Bukittinggi* as respondents. On this research, there are 82 questionnaires spreaded and all can be processed in the next step by using SPSS 20.

## 5.2 Description of Respondent Characteristics

The characteristics of the respondents include gender, age, education, division, entrance year, working experience, marital status, and number of children. The information about the respondents' characteristic obtained from the answer of the questionnaires by the respondents.

## 5.2.1 Respondent Characteristic Based on Age

As we can see on the table 5.1, the sample are 14.3% coming from respondents age 20-29, followed by 34.1% for age 30-39, 43.9% for age 40-50 and the least is 7.3% coming from age 50 above.

Table 5.1 Respondent Characteristic Based on Age

Age	Frequency	Percentage (%)	
20-29	12	14.3	
30-39	28	34.1	
40-49	36	43.9	
≥ 50	6	7.3	
Total	82	100	

# 5.2.2 Respondent Characteristic Based on Education Background

Bachelor Degree are dominated the education background of respondents for 42.7%, followed by Diploma III background with 28.1%, High School background 21.9%, and the least background coming from Master Degree with only 7.3%. The detail is shown in table 5.2 as follows:

Table 5.2

Respondent Characteristic Based on Education Background

Education	Frequency	Percentage (%)	
High School	18	21.9	
Diploma III	23	28.1	
Bachelor Degree	35	42.7	
Master Degree	6	7.3	
Total	82	100	

(Source: proceed from questionnaires by using SPSS 20)

# 5.2.3 Respondent Characteristic Based on Work Experience

Data in table 5.3 shown 12.2% of respondents have been working for 0-5 years, 19.5% respondents have been working for 6-10 years, 25.6% respondents for

11-15 years, 28.1% respondents for 16-20 years and 14.6% respondents have been working more than 20 years.

Table 5.3
Respondent Characteristic Based on Work Experience

Work Experience	Frequency	Percentage (%)
0-5 years	10	12.2
6-10 years	16	19.5
11-15 years	21	25.6
16-20 years	23	28.1
> 20 years	12	14.6
Total	82	100

(Source: proceed from questionnaires by using SPSS 20)

# 5.2.4 Respondent Characteristics Based on Marital Status

Based on data shown in Table 5.4, researcher found that the majority of respondents 90.2% are married, followed by 7.3% for single and 2.5% got divorce.

Table 5.4

Respondent Characteristic Based on Marital Status

<b>Marital Status</b>	Frequency	Percentage (%)
Married	74	90.2
Singel	6	7.3
Divorce	2	2.5
Total	82	100

(Source: proceed from questionnaires by using SPSS 20)

# 5.2.5 Respondent Characteristics Based on Amount of Children

Data in table 5.5 shown 24.5% of respondents have 1 children, 34.2% of respondents have 2 children, 10.7% respondents have 3 children, 15.9% of respondents have more than 3 children, and not for the rest.

Table 5.5

Respondent Characteristic Based on Amount of Children

Amount of Children	Frequency	Percentage (%)
0	12	14.7
1	20	24.5
2	28	34.2
3	9	10.7
> 3	13	15.9
Total	82	100

(Source: proceed from questionnaires by using SPSS 20)

# 5.3 Validity and Reliability Test

# 5.3.1 Validity Test

Validity testing is use the accuracy or precision of an instrument in measuring what the research want to measured. Validity testing in this research using factor analysis that is the procedure for identifying items or variables based on similarity. The similarity is indicated by the high correlation value and the value of loading factor. If the loading factor are  $\pm$  0.5 or greater, they considered practically significant (Heir et all, 1998). From factor analysis test, will form a single construct or fractions construct. The selected factor if construct split more

than 1, is the first factor with loading factor value that is greater than 0.5. Valid questionnaire means the questionnaire is able to measure what should be measured.

In analyzing this step, the validity test conducted on 82 respondents. This validity test consists of 22 questions; there are 4 questions for Self-Confidence dimension, 5 questions for Gender Stereotypes dimension, 5 questions for Family Support and 8 questions for The perceived of Glass Ceiling Phenomenon. The result for validity test can be seen in the following table:

Table 5.6

Validity Testing of Self-confidence

	Variables of Self-confidence	Loading Factors	Description
SC1	When I decide to do something, I go right to work on it.	0.727	VALID
SC2	I give up easily	0.874	VALID
SC3	I am capable of dealing with most problems that come up in life.	0.503	VALID
SC4	When I set important goals for myself, I rarely achieve them.	0.650	VALID

(Source: proceed from questioners by using SPSS 20)

From the table 5.6, the validity testing of Self-confidence (SC) variable has showed that all of items have factor loading greater than 0.5. It's mean that all the items of variable self-confidence are valid and can be process for the next step.

Table 5.7 Validity Testing of Gender Stereotype

	Variables of Gender Stereotype	Loading Factors	Description
GS1	Females cannot be depended on to make objective business decisions because they are too emotional.	0.790	VALID
GS2	Females are not committed to their job	0.855	VALID
GS3	Females are not as capable as men.	0.682	VALID
GS4	Females cannot work under stress	0.304	NOT VALID
GS5	Females cannot handle continuous hard work	0.049	NOT VALID

From data shown in table 5.7, the validity testing of Gender Stereotype (GS) variable has showed that 2 items have factor loading less than 0.5 (item 4 & item 5). It's mean that 2 items of variable Gender Stereotype (GS) are not valid and the items should be deleted because it did not pass validity test.

Table 5.8

Validity Testing of Family Support

	Variables of Family Support	Loading Factors	Description
FS1	My family supports my work.	0.847	VALID
FS2	My family is usually proud of my work and my achievements.	0.665	VALID
FS3	My family members are cooperative concerning my house duties.	0.734	VALID
FS4	My family supports me in overcoming my work problems	0.869	VALID
FS5	My success at work is due to having a settled family	0.748	VALID

(Source: proceed from questioners by using SPSS 20)

From the table 5.8, the validity testing of Family Support (FS) variable has showed that all of items have factor loading greater than 0.5. It's mean that all the items of variable Family Support are valid and can be process for the next step.

Table 5.9

Validity Testing The perceived of Glass Ceiling Phenomenon

Vari	ables The perceived of Glass Ceiling Phenomenon	Loading Factors	Description
PGC1	They do not provide you with opportunities to upgrade your personal and managerial skills.	0.365	NOT VALID
PGC2	They do not give you extra responsibilities to learn higher position duties.	0.951	VALID
PGC3	They do not offer you clear job descriptions of higher positions that help in moving up.	0.014	NOT VALID
PGC4	They do not give you essential authority to perform higher position duties during the absence of your boss.	0.304	NOT VALID
PGC5	They do not give you the change to be trained for higher position.	0.787	VALID
PGC6	Your personal traits are preventing you from moving up to a higher position.	0.143	NOT VALID
PGC7	The lack of some managerial skills is a key reason preventing you from moving up to a higher position.	0.321	NOT VALID
PGC8	"Being a female" is a barrier in itself preventing you from moving up to a higher position.	0.158	NOT VALID

(Source: proceed from questioners by using SPSS 20)

From data shown in table 5.9, the validity testing The perceived of Glass Ceiling Phenomenon (PGC) variable has showed that only 2 items have factor loading greater than 0.5 (item 2 & item 5). It's mean that 6 items of variable The perceived of Glass Ceiling Phenomenon (PGC) are not valid and it should be deleted because it did not pass validity test.

### 5.3.2 Reliability Test

The Reliability Analysis procedure calculates a number of commonly used measures of scale reliability and also provides information about the relationships between individual items in the scale. Interclass correlation coefficients can be used to compute inter-rater reliability estimates. The following models of reliability are available that will be used is Alpha (Cronbach).

Reliability is intended to measure the extent to which a variable or set of variables is consistent in what is intended to measure (Hair et al. 1998). Reliability has differ view with validity testing, while validity relate to how an items is measure and reliability measure the evidence of consistency of the research instruments, it refer to degree to which same value will be returned if measure it again on other occasion.

The purpose of using reliability test is related with accuracy, stability and consistency. The way to determine the reliability level of one instrument in the research can be accepted if value of r alpha exists in range 0.60 - 1.00. We can categorize reliable in range > 0.60 - 0.80 and very reliable for range 0.80-1.00 (Hair et al., 1998). For determining the reliability, the reliability of each statement is

processed by using computer program SPSS 20 for Windows with Cronbach's Alpha formula. The result can be shown in the following table:

Table 5.10
Reliability Testing of Variable

Variables	Cronbach's Alpha	Item	Category
Self-confidence	0.648	4	Reliable
Gender Stereotype	0.725	5	Reliable
Family Support	0.830	5	Very Reliable
Glass Ceiling Phenomenon	0.734	8	Reliable

(Source: proceed from questioners by using SPSS 20)

The result shows the value of Cronbach's alpha for Self-confidence is "reliable" (lay on range between 0.6-0.8), Gender Stereotype also "reliable" (lay on range between 0.6-0.8), Family Support is "very reliable" (lay on range between 0.80-1.00) and The perceived of Glass Ceiling Phenomenon is said as "reliable" (lay on range between 0.60-0.80).

# 5.4 Frequency Distribution of Respondent

Proceeding from validity and reliability testing, the Researcher would like to analyze the distribution of each item that passed the testing and explain the data descriptively. To know the factor that influence the perceived of Glass Ceiling Phenomenon, there are four variables that were analyzed in this research:

- 1. Self-confidence
- 2. Gender Stereotype
- 3. Family Support
- 4. The perceived of Glass Ceiling Phenomenon

The mean of each item reflects the level of distributive justice from all respondents. These items are measured by using 5 point likert scale, while for variable self-confidence and family support are the positive statement where strongly agree = 5 and strongly disagree = 1, and for variable gender discrimination and the perceived of Glass Ceiling Phenomenon are the negative statement, where strongly agree = 1 and strongly disagree = 5.

Based on Kerr & Jesmier (1978), the value of frequency distribution which is range in 1 - 2.49 categorize as "low", 2.50 - 3.50 said as "moderate" and the value range between 3.50 - 5 categorize as "high" for the positive statement. For negative statement, the categorize invers between the value of low and high, where 3.50 - 5 is "low" and 1 - 2.49 is "high".

Here are the results of data processing in this research:

### 5.4.1 Self-confidence Frequency Distribution

All items in this variable is passed validity and reliability testing. The result shows that the items placed in moderate and low level with the highest mean placed for the indicator 1. This indicate that respondents in general directly do something when they decide it. Followed by indicator 3 where the respondents are capable of dealing with the problem that come up in their live. In the low level, respondent

disagree with the statement of give up easily and they said that to achieve a goal it is not easy so sometimes they are not rarely achieve it. The detail can be see in table 5.11.

Table 5.11
Frequency Distribution of Self-confidence

No	Indicator	Amount of Respondent				ent	Total	Mean	Status	
		SD	D	N	A	SA				
1	When I decide to do something, I go right to work on it.	0	16	35	31	0	82	3.18	MODERATE	
2	I give up easily.	15	51	12	2	2	82	2.09	LOW	
3	I am capable of dealing with most problems that come up in life.	0	10	55	13	4	82	3.13	MODERATE	
4	When I set important goals for myself, I rarely achieve them.	1	51	26	4	0	82	2.40	LOW	

(Source: proceed from questioners by using SPSS 20)

# 5.4.2 Gender Stereotype Frequency Distribution

Two of the 5 items should be deleted (item 4 & item 5) because it did not pass validity test. The result indicate that respondents mostly disagree with the statement female are not committed to their job and state that females can be depended on to make objective business. Because gender stereotype is the negative statement, so for the value of mean will interpret invers. The result can be seen in table 5.12

Table 5.12 Frequency Distribution of Gender Stereotype

No	Indicator	Ar	Amount of Respondent			Total	Mean	Status	
		SD	D	N	A	SA			
1	Females cannot be depended on to make objective business decisions because they are too emotional.	21	45	6	8	2	82	3.91	LOW
2	Females are not committed to their job	24	54	4	0	0	82	4.24	LOW
3	Females are not as capable as men	22	33	22	5	0	82	3.88	LOW

# 5.4.3 Family Support Frequency Distribution

From the result in table 5.13, Researcher found that family support frequency distribution is high for all items. The highest point is placed on indicator 1 stated their family support their work. Following with indicator 5 stated the respondents have a settle family so they are success at work.

Table 5.14
Frequency Distribution of Glass Ceiling Phenomenon

No	Indicator	Amount of Respondent					Total	Mean	Status
		SD	D	N	A	SA			
	hat extent do you perceive to gher position?	the exis	tence o	of the glo	ass ceili	ng prev	enting yo	u from mo	ving up to
2	They do not give you extra-responsibilities to learn higher position duties.	3	63	8	8	0	82	3.74	LOW
5	They do not give you the chance to be trained for higher position.	6	52	14	10	0	82	3.66	LOW

# 5.4.5 Descriptive Analysis of Average Variable

The researcher found that the average distribution of respondents for Gender Stereotype and The perceived of Glass Ceiling Phenomenon is low. This is indicating that the respondent not thinking they get stereotype myth and barriers preventing them from moving up to a higher position in their work place. The result can be shown in table 5.15.

Table 5.15
Frequency Distribution of Variable

No	Variables	Minimum	Maximum	Mean	Status
1	Self-confidence <sup>(a)</sup>	2.09	3.18	2.63	MODERATE
2	Gender Stereotype <sup>(b)</sup>	3.88	4.24	4.06	LOW
3	Family Support <sup>(a)</sup>	4.00	4.40	4.20	HIGH
4	The perceived of Glass Ceiling Phenomenon <sup>(b)</sup>	3.66	3.74	3.70	LOW

<sup>&</sup>lt;sup>a</sup>positive statement

## 5.5 Classical Test Assumptions

# 5.5.1 Normality Test

Normality test aims to test whether the regression model, dependent variables and dependent variable, both are normally distributed or not. According to Ghozali (2011), a good regression model is to have a normal data distribution or dissemination of statistical data on the diagonal axis from the graph of normal distribution. To test the normality, we can use Skewness and Kutorsis, Histogram, Kolmogorov Smirnov (commonly use), or Chi Square. Table 5.16 shown the founding result regarding normality distribution test:

<sup>&</sup>lt;sup>b</sup>negative statement

Table 5.16 Kolmogrov Smirnov Test

	Standardized Residual
Kolmogrov Smirnov Z	1.346
Asymp Sig. (2-tailed)	0.053

The result found that there data is normally distributed. This signed by the value of Asymp Sig. is higher than 0.05 (see Table 5.16). Researcher also provide Histogram an P-Plot to emphasized normality distribution in Figure 5.1 shown the bar is following normal distribution line.

Figure 5.1 Normality Test - Histogram

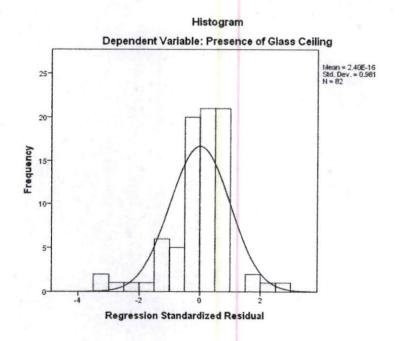
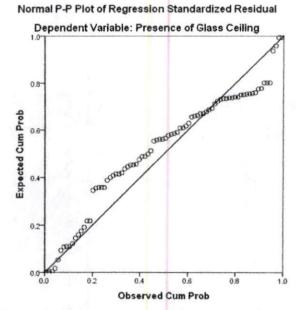


Figure 5.2 Normality Test – P Plot



In graphic, normal graph Q-Q showed the points are around the diagonal line and it followed the diagonal line and from histogram graphic, the curve is curved perfectly. So for normality test of the perceived of Glass Ceiling Phenomenon is normally distributed

## 5.5.2 Multicollinearity test

According to Ghozali (2011), multicollinearity test aims to test whether the regression models found a correlation between the independent variables. The good regression model should be no correlation between independence variable. Multicollinearity test used the value of Inflantion Factor (VIF) and tolerance on regression model. The independent regression model from multicollinearity if VIF value <10 and tolerance value >0.1.

Table 5.17 Multicollinearity Test Result

No	Variable	Tolerance	VIF
1	Self-confidence	0.969	1.032
2	Gender Stereotype	0.827	1.209
3	Family Support	0.851	1.175

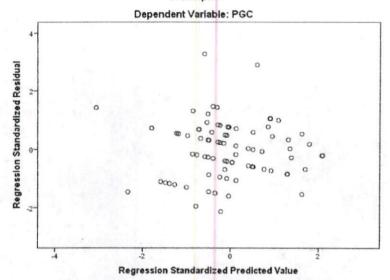
Based on Table 5.17 Multicollinearity test result shows that tolerance of Self-confidence, Gender Stereotype and Family Support are >0.1 and VIF value of Self-confidence, Gender Stereotype and Family Support are <10. So the researcher found that there is no multicollinearity happend in all of variables.

## 5.5.3 Heteroscedasticity Test

Heteroscedasticity test is used to see whether the variance of the residual inequality occurs in one observation to another observation. In this research, the Researcher found that there is no Heterscedascity since the plot is pretty spreaded randomly and does not forming any patterns. The result can be seen in this following scatterplot:

Figure 5.3 Heteroscedasticity Test

Scatterplot



(Source: Proceed from questioners by using SPSS 20)

# 5.6 Multiple Regression Analysis

Multiple Regression Analysis is technique is used to see the significancy of independent variables toward dependent variable. This research is also aimed to see the influence of self-confidence, gender stereotype, and family support to the perceived of Glass Ceiling Phenomenon. This is the formula for multiple regression, the regression model is as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$$

Description:

Y = The perceived of Glass Ceiling Phenomenon (GC)

 $X_1$ = Self-confidence (SC)

 $X_2$ = Gender Stereotype (GS)

 $X_3$ = Family Support (FS)

b1, b2, b3 = Regression Coefficient

e = Error (other than the independent variable regression model)

#### 5.6.1 F-Test

F-test aims to see how big the impact of independent variables in overall toward dependent variable. The calculation is done by using SPSS 20 through linear regression analysis. The result indicate that in overall variables have impact toward dependent variable. Proven by the F-value obtain is as much as 1.527 (bigger than 0.05). It means in general, self-confidence, gender sereotype and family support have impact toward the perceived of Glass Ceiling Phenomenon among women civil servant in *Sekretariat Daerah Kota Bukittinggi*.

Table 5.18 F-Test

# ANOVA<sup>a</sup>

Mo	odel	Sum of Squares	Df	Mean Square	F	Sig.
	Regression	2.215	3	.738	1.527	.214b
1	Residual	37.715	78	.484	-	
	Total	39.930	81			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

(Source: Proceed from questioners by using SPSS 20)

### 5.6.2 Coefficient of Determination

The value of coefficient determination R<sup>2</sup> used to measure how big the proportion of variation from independent variable impact dependent variable. The

value of  $R^2$  between 0 and 1 (0<  $R^2$ <1), if  $R^2$  is getting large (approaching one) shows the better ability X explain Y. And if the coefficient of determination ( $R^2$ ) is getting smaller (close to zero), then it will be said that the impact of free variables are small against the variable. This means that the models used are not strong enough to explain the impact of independent variables on dependent variable, Sugiyono (2009)

Table 5.19 Coefficient Determination Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,236a	,055	,019	,69536

 a. Predictors: (Constant), Family Support, Self-confidence, Gender Stereotype

b. Dependent Variable: The perceived of Glass Ceiling Phenomenon

(Source: Proceed from questioners by using SPSS 20)

From Table 5.19 above can be seen by the table of the value of R Square of 0.055 this means that only 5.5% of the variation in The perceived of Glass Ceiling Phenomenon is impacted by Self-Confidence, Gender Stereotype, and Family Support. It means that there is no strong impact of independent variable on dependent variable, while the remaining 94.5% are explained by other variables not examined in this research.

## 5.6.3 Hypothesis Testing

Multiple regression analysis was performed regression coefficient, t value and significance level as shown in table 5.20 below:

Table 5.20 Multiple Regression Result Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		В	Std. Error	Beta		
	(Constant)	2.643	.858		3.080	.003
	SC	084	.158	059	529	.599
1	GS	036	.135	032	268	.789
	FS	.338	.168	.239	2.006	.048

a. Dependent Variable: The perceived of Glass Ceiling Phenomenon

(Source: Proceed from questioners by using SPSS 20)

Based on the calculation above, here is the research regression model:

$$Y = 2.643 - 0.084X_1 - 0.036X_2 + 0.338X_3 + e$$

# Description:

Y = The perceived of Glass Ceiling Phenomenon (GC)

 $X_1$ = Self-confidence (SC)

 $X_2$ = Gender Stereotype (GS)

 $X_3$ = Family Support (FS)

e = Error (other than the independent variable regression model)

The model shows that the coefficient correlation between the perceived of Glass Ceiling Phenomenon with self-confidence is negative. It means that the bigger Self-confidence, the less The perceived of Glass Ceiling Phenomenon.

Gender Stereotype have positive relationship with the perceived of Glass Ceiling Phenomenon. It means that there is correlation between variables. Family support has a positive influence with the perceived of Glass Ceiling Phenomenon. It means that the role of family is important toward the perceived of Glass Ceiling Phenomenon. As we can see, the constant is 2.64. Assuming all variables is 0, there is the perceived of Glass Ceiling Phenomenon phenomenon for women civil servant in *Sekretariat Daerah Kota Bukittinggi* in range 2.64. So now we can analyze the hypothesis:

H1: Self-confidence significantly influences the perceived of Glass Ceiling

Phenomenon.

Based on the regression model, self-confidence is negatively and not significant influence the perceived of Glass Ceiling Phenomenon with the value -0.084 (see table 5.20). The founding is consistent with previous study of Tharenou, et. al, 1994. We can conclude that, H1 not supported; Self-confidence not significantly influences the perceived of Glass Ceiling Phenomenon.

**H2:** Gender Stereotype is significantly influence the perceived of Glass Ceiling Phenomenon.

Multiple regression model shows that Gender Stereotype has negative relationship to the perceived of Glass Ceiling Phenomenon and not significant where the value 0.789 is greater than 0.05 (see Table 5.20). The founding is not consistent with previous studies (Kattara, 2005). So, H2 is not supported that;

Gender Stereotype is not significantly influence the perceived of Glass Ceiling Phenomenon.

**H3:** Family Support is significally influence the perceived of Glass Ceiling Phenomenon.

Based on the regression model, family support is positively influence the perceived of Glass Ceiling phenomenon and significant (see Table 5.20). The significant value of family support is 0.048, which is smaller than 0.05. This is means that the researcher founding is consistent with previous studies (Li & Leung, 2001). We can conclude that H3 is supported that; Family Support is significantly influences the perceived of Glass Ceiling Phenomenon.

The conclusion of the hypothesis testing can be seen briefly in this following table:

Table 5.21 Hypothesis Testing

	Hypothesis	Result
H1	Self-confidence has negative relationship to the perceived of Glass Ceiling Phenomenon.	Not Supported
H2	Gender Stereotype is significantly influence the perceived of Glass Ceiling Phenomenon.	Not Supported
НЗ	Family Support is significantly influence the perceived of Glass Ceiling Phenomenon	Supported

(Source: Proceed from questioners by using SPSS 20)

#### 5.7.2 Gender Stereotype to the perceived of Glass Ceiling Phenomenon

Researcher founding is not consistent with the previous study where Kattara (2005) ranked Gender Stereotype as the most important challenge preventing women to reaching top management position. But in the result (see Table 5.21), Gender Stereotype has negative relationship with the perceived of Glass Ceiling Phenomenon. It means that Gender Stereotype can not contribute to the perceived of Glass Ceiling Phenomenon.

According to research conduct by Li & Leung (2001), about Female Manager Career Challenges in Asian Hotels, they state that gender stereotyping is not perceive as obstacle from preventing women to moving up to a higher position. It indicate that women civil servant in *Sekretariat Daerah Kota Bukittinggi* is not trapped in the gender stereotype myth. This is also appropriate with the level of frequency distribution of respondent in variable Gender Stereotype (see Table 5.17) that is low.

Based on "Geert-hofstede" cultural index that well known with its 6 dimensions, masculinity index for Indonesia is 46 thus considered low masculine which is means that Indonesia include in feminine country. In Feminine countries the focus is on "working in order to live", managers strive for consensus, people value equality, solidarity and quality in their working lives. Conflicts are resolved by compromise and negotiation. Incentives such as free time and flexibility are favoured. Focus is on well-being, status is not shown. An effective manager is a supportive one, and decision making is achieved through involvement.

#### 5.7.3 Family Support to the perceived of Glass Ceiling Phenomenon

Family support can be state as a predictor of the existence of Glass Ceiling because based on multiple regression result (see Table 5.21) is significant. The founding is consistent with previous study (Li & Leung, 2001) that mention family support as the third predictor of the existence of Glass Ceiling. Reports indicated that for female managers in Asia, getting recognition from their husbands and mothers-in-law for the value of their work and career and simply getting their husbands to agree to take care of themselves have been long and difficult challenges (Tang, 1988).

On other hand, women's own attitudes toward family and work might contribute to the cause of lack of support. According to Burrel, et. al (1997) Many Asian females want a husband who "becomes very prominent". It means that Glass Ceiling in *Satuan Kerja Perangkat Daerah* is just naturally happen because women let males take the dominant role, even though males are not concerned about female domination. It is a cultural value across Asia that few highly educated females are willing to marry men of lower status than themselves. The shared view is that the female's career comes second – in decisions affecting her and her husband and she would willingly drop her own career to support his success (Tang, 1988).

#### **CHAPTER VI**

# CONCLUSION, IMPLICATION, LIMITATION, AND RECOMMENDATION

This chapter provides conclusion from findings and discussion presented in the previous chapter, followed by potential limitations presents in this study and suggestion for the next research. The research aims to see the influence of Selfconfidence, Gender Stereotype and Family Support to the perceived of Glass Ceiling Phenomenon.

#### 6.1 Conclusion

This research is a quantitative research using primary and secondary source of data to show the influence of Self-confidence, Gender Stereotype and Family Support to the perceived of Glass Ceiling. The surveys are spreaded to women civil servant in *Sekretariat Daerah Kota Bukittinggi*. This research is conducted using purposive sampling method and all of the population transferred into sample (saturated sampling method).

Data have been processed by using SPSS 20 through several tests; reliability test, validity test, frequency distribution analysis, classical theory assumption and multiple regression analysis. Frequency distribution performed in order to know the certain data that already distributed and also to justify the average from each variables. The conclusions that could be taken from the research are:

- The result indicates that Self-confidence has negative relationship to the perceived of Glass Ceiling. The higher self-confidence of women worker, the bigger opportunity to the career advancement and indicated the low level of the perceived of Glass Ceiling.
- The result indicates that Gender Stereotype is not significantly influence the
  perceived of Glass Ceiling because women civil servant in Sekretariat

  Daerah Kota Bukittinggi are not perceive gender stereotype myth in their
  work place.
- 3. The result indicates that Family Support significantly influence the perceived of Glass Ceiling.
- In general, Self-confidence, Gender Stereotype and Family Support are not bring huge impact to the perceived of Glass Ceiling in Sekretariat Daerah Kota Bukittinggi because it just contribute 5,5%.
- Self-confidence of respondents, women civil servant in Sekretariat Daerah
   Kota Bukittinggi is moderate, indicate that they are have enough self-confidence in the work place.
- 6. Women civil servant in Sekretariat Daerah Kota Bukittinggi is not trapped in the gender stereotype myth and proved by "geert-hofstede data matrix" that Indonesia include in feminine country.

## 6.2 Implications of The Research

The research creating several implication for improvement of better understanding the perceived of Glass Ceiling in Sekretariat Daerah Kota

Bukittinggi. The result shows that Self-confidence, Gender Stereotype and Family Support is not influence the perceived of Glass Ceiling. Eventhough the aim of the research is not fully covered, it gives an understanding of the situation of women civil servant in Sekretariat Daerah Kota Bukittinggi.

Based on the frequency distribution respondent for each variable, self-confidence is categorize as moderate, means that women civil servant in *Sekretariat Daerah Kota Bukittinggi* have enough self-confident for their job. For variable gender stereotype is categorize low level, means that women civil servant in *Sekretariat Daerah Kota Bukittinggi* did not trapped in gender stereotype myth and the environment of work place in *Sekretariat Daerah Kota Bukittinggi* is good because there is no gab / discrimination between men and women. Family Support categorize high means that women civil servant in *Sekretariat Daerah Kota Bukittinggi* did not have a problem with their family because they are supported by their family members.

Researcher indicate that Glass Ceiling in Sekretariat Daerah Kota Bukittinggi happened naturally. Not because of the lack of women capability, environment and family but women civil servant in Sekretariat Daerah Kota Bukittinggi let males take the dominant role, even though males are not concerned about female domination. It is a cultural value across Asia that few highly educated females are willing to marry men of lower status than themselves. The shared view is that the female's career comes second — in decisions affecting her and her husband and she would willingly drop her own career to support his success (Tang, 1988).

#### 6.3 Limitations

Researcher found some limitation when conducted this research. Some of the limitation are:

- In the process of data collection, the information provided through the
  questionnaire respondents sometimes do not show the actual opinion of the
  respondents, this occurs because of different understandings of the
  managerial employee, as well as other factors such as punctuality in filling
  the questionnaire and honesty factor in charging the opinion of the
  respondents in the questionnaires.
- Not conducted pilot research regarding the variables that might influence
  the perceived of Glass Ceiling. If there were pilot research conducted
  beforehand, researcher could have predicted the variable with high urgency
  caused the perceived of Glass Ceiling.

#### 6.4 Recommendations

This research suggests opportunities for researchers interested in further exploring the factor preventing Glass Ceiling phenomenon. The result of current study is assessment the analysis of Self-confidence, Gender Stereotype, and Family Support to the perceived of Glass Ceiling in *Sekretariat Daerah Kota Bukittinggi*. Here are some recommendation for the future researcher when conduct the same research in the same field of topic.

 For Sekretariat Daerah Kota Bukittinggi, it's better to give motivation to women civil servant in the context of Glass Ceiling and women career advancement, to make they ready for moving up to the higher position and compete with men because the problem is could be considered complex. They have self-confidence, good work place environment and support of family but researcher indicate that the willingness for women civil servant to take the opportunity is low. This is proved by the data that shown the amount of women entering SKPD is not proportional with the amount of women in managerial position.

2. For the future researcher is expected that to added some other variables that may also indicate this study. For example: networks access, relationship at work, mentor support and work-life conflict. It also better to combine the qualitative (interview) and quantitative (questionnaire) research to get accuracy information from respondent.

Additionally, for the future there is need to conduct studies from the perspective of women at middle level or top level management in order to develop a more comprehensive theory about the perceived of Glass Ceiling phenomenon in organizations.

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#### APPENDIX A

### RESEARCH QUISTIONNAIRE



No.	Respondent:	
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#### Assalammualaikum, Wr. Wb

Honorable Respondent,

I am final year students in the Department of International Management, Faculty of Economics, University of Andalas, is doing research on the factors that affect the existence of the Glass Ceiling phenomenon (invisible barriers to women's career toward the top managerial position) at the *Sekretariat Daerah Kota Bukittinggi*. I ask to your willingness to take the time to fill out the following questionnaire about 10-15 minutes. The information that you provide will be very beneficial to complete my research.

On your willingness to take the time to fill out the following questionnaire, I say thank you.

Regards, Researcher

#### Indah Khairinisa

Department of International Management, Faculty of Economics Andalas University

#### A. Personal Data

**Instructions:** Fill in the data below, and give marks ( $\sqrt{}$ ) in the box according to your situation.

Gender	Male Male	Female
Age	20 - 29 years old 30 - 39 years old	☐ 40 - 49 years old ☐ ≥ 50 years old
Education	High School Diploma III	Bachelor Degree  Master Degree  Others:
Department / Division:		
Position :		

## APPENDIX C

## SPSS Result

# 1. Description of Respondent

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
	20-29	12	14,3	14,3	14,3
	30-39	28	34,1	34,1	48,4
Valid	40-49	36	43,9	43,9	92,3
	≥ 50	6	7,3	7,3	100,0
	Total	82	100,0	100,0	

Education

			uucution		
		Frequency	Percent	Valid Percent	Cumulative Percent
	High School	18	21,9	21,9	21,9
	Diploma	23	28,1	28,1	50,0
Valid	Bachelor Degree	35	42,7	42,7	92,7
	Master Degree	6	7,3	7,3	100,0
	Total	82	100,0	100,0	

Experience

		Es	perience		
		Frequency	Percent	Valid Percent	Cumulative Percent
	0-5 years	10	12,2	12,2	12,2
	5-10 years	16	19,5	19,5	31,7
Valid	10-15 years	21	25,6	25,6	57,3
	15-20 years	23	28,1	28,1	85,4
	>20 years	12	14,6	14,6	100,0
	Total	82	100,0	100,0	

Status

		Frequency	Percent	Valid Percent	Cumulative Percent
	Married	74	90,2	90,2	90,2
W-1: J	Single	6	7,3	7,3	97,5
Valid	Divorce	2	2,5	2,5	100,0
	Total	82	100,0	100,0	

No of Child

		Frequency	Percent	Valid Percent	Cumulative Percent
	0	12	14,7	14,7	14,7
	1	20	24,5	24,5	39,2
Valid	2	28	34,2	34,2	73,4
vana	3	9	10,7	10,7	84,1
	>3	13	15,9	15,9	100,0
	Total	49	100,0	100,0	

## 2. Validity & Reliability

Validity Using Factor Analysis

Variable of Self-confidence

Component Matrix<sup>a</sup>

Component Matrix				
	Component			
, J	1			
SC1	.727			
SC2	.874			
SC3	.503			
SC4	.650			

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

## Variable of Gender Stereotype

Component Matrix<sup>a</sup>

	Component			
	1	2		
GS1	.602	512		
GS2	.785	397		
GS3	.739	186		
GS4	.761	.420		
GS5	.646	.677		

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

Rotated Component Matrix<sup>a</sup>

	Component		
	1	2	
GS1	.790	.003	
GS2	.855	.210	
GS3	.682	.339	
GS4	.304	.814	
GS5	.049	.935	

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser

Normalization.

a. Rotation converged in 3 iterations.

## Variable of Family Support

Component Matrix<sup>a</sup>

Component Matrix			
	Component		
	1		
FS1	.847		
FS2	.665		
FS3	.734		
FS4	.869		
FS5	.748		

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

## Variable of Glass Ceiling Phenomenon

Component Matrix<sup>a</sup>

	Component				
GC1	1	2	3		
	.578	340	.182		
GC2	.762	313	513		
GC3	.573	181	.656		
GC4	.624	258	.275		
GC5	.822	152	294		
GC6	.444	.695	.299		
GC7	.460	.426	236		
GC8	.483	.665	091		

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Rotated Component Matrix<sup>a</sup>

	Rotated Con	aponent Matrix				
GC1		Component				
	1	2	3			
	.365	026	.591			
GC2	.951	.070	.184			
GC3	014	.121	.881			
GC4	.304	.069	.659			
GC5	.787	.244	.327			
GC6	143	.828	.252			
GC7	.321	.587	040			
GC8	.158	.812	.001			

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

## Reliability Analysis

#### Variable of Self-confidence

#### **Reliability Statistics**

Cronbach's Alpha	N of Items
.648	4

## Variable of Gender Stereotype

## Reliability Statistics

Cronbach's Alpha	N of Items
.725	5

## Variable of Family Support

## Reliability Statistics

Cronbach's Alpha	N of Items
.830	5

## Variable of Glass Ceiling Phenomenon

#### Reliability Statistics

A STATE OF THE PARTY OF THE PAR	THE RESERVE OF THE PERSON NAMED IN COLUMN 1
Cronbach's Alpha	N of Items
.734	8

# 3. Frequency Distribution of Respondent

Variable of Self-confidence

1

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	16	19.5	19.5	19.5
	3	35	42.7	42.7	62.2
Valid	4	31	37.8	37.8	100.0
	Total	82	100.0	100.0	

2

		The second secon	4.	and the second second second	
		Frequency	Percent	Valid Percent	Cumulative Percent
	1	15	18.3	18.3	18.3
2 3	2	51	62.2	62.2	80.5
	3	12	14.6	14.6	95.1
Valid	4	2	2.4	2.4	97.6
	5	2	2.4	2.4	100.0
	Total	82	100.0	100.0	

3

_			٥.		
		Frequency	Percent	Valid Percent	Cumulative Percent
	2	10	12.2	12.2	12.2
	3	55	67.1	67.1	79.3
Valid	4	13	15.9	15.9	95.1
	5	4	4.9	4.9	100.0
	Total	82	100.0	100.0	

-		_	the state of the s	The state of the s	And the control of th
		Frequency	Percent	Valid Percent	Cumulative Percent
	1	1	1.2	1.2	1.2
	2	51	62.2	62.2	63.4
Valid	3	26	31.7	31.7	95.1
	4	4	4.9	4.9	100.0
	Total	82	100.0	100.0	

## Variable of Gender Stereotype

-			1.		
		Frequency	Percent	Valid Percent	Cumulative Percent
	1	2	2.4	2.4	2.4
	2	8	9.8	9.8	12.2
Valid	3	6	7.3	7.3	19.5
Valid	4	45	54.9	54.9	74.4
	5	21	25.6	25.6	100.0
	Total	82	100.0	100.0	

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	4	4.9	4.9	4.9
	4	54	65.9	65.9	70.7
Valid	5	24	29.3	29.3	100.0
	Total	82	100.0	100.0	

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	5	6.1	6.1	6.1
	3	22	26.8	26.8	32.9
Valid	4	33	40.2	40.2	73.2
	5	22	26.8	26.8	100.0
	Total	82	100.0	100.0	

# Variable of Family Support

1

		Frequency	Percent	Valid Percent	Cumulative Percent
	1	1	1.2	1.2	1.2
37-114	4	45	54.9	54.9	56.1
Valid	5	36	43.9	43.9	100.0
	Total	82	100.0	100.0	

2

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	11	13.4	13.4	13.4
17-11:d	4	40	48.8	48.8	62.2
Valid	5	31	37.8	37.8	100.0
	Total	82	100.0	100.0	

		Frequency	Percent	Valid Percent	Cumulative Percent
	1	1	1.2	1.2	1.2
	2	2	2.4	2.4	3.7
Valid	3	5	6.1	6.1	9.8
vand	4	62	7 <b>5</b> .6	75.6	85.4
	5	12	14.6	14.6	100.0
	Total	82	100.0	100.0	

4

		Frequency	Percent	Valid Percent	Cumulative Percent
	1	1	1.2	1.2	1.2
	3	4	4.9	4.9	6.1
Valid	4	51	62.2	62.2	68.3
	5	26	31.7	31.7	100.0
	Total	82	100.0	100.0	

5.

		Frequency	Percent	Valid Percent	Cumulative Percent
	1	1	1.2	1.2	1.2
	3	1	1.2	1.2	2.4
Valid	4	52	63.4	63.4	65.9
	5	28	34.1	34.1	100.0
	Total	82	100.0	100.0	

2.

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		Frequency	Percent	Valid Percent	Cumulative Percent
	2	8	9.8	9.8	9.8
	3	8	9.8	9.8	19.5
Valid	4	63	7 <mark>6.</mark> 8	76.8	96.3
	5	3	3.7	3.7	100.0
	Total	82	100.0	100.0	

5.

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	10	12.2	12.2	12.2
	3	14	1 <b>7.</b> 1	17.1	29.3
Valid	4	52	63.4	63.4	92.7
	5	6	7.3	7.3	100.0
	Total	82	100.0	100.0	

## 4. Classical Test Assumption

Normality Test

One-Sample Kolmogorov-Smirnov Test

One-Samp	ie Kolmogorov-S	mirnov test
		Standardized Predicted Value
N		82
Normal Parameters <sup>a,b</sup>	Mean	0E-7
Normal Parameters	Std. Deviation	1.00000000
Most Extreme	Absolute	.068
Most Extreme Differences	Positive	.068
Differences	Negative	068
Kolmogorov-Smirnov Z		.616
Asymp. Sig. (2-tailed)		.843

- a. Test distribution is Normal.
- b. Calculated from data.