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Women In Informatics Engineering Career: Perspective From Hofstede Cultural Dimension And Dayake's Cultural Values I.S. Windiarti 1, A. Prabowo 2, M.H. Qamaruzzaman1, Sam ' ani1 1Department of Computer Science, Muhammadiyah University of Palangkaraya, Palangkaraya, Indonesia 2Department of Information Systems, STMIK Palangkaraya, Palangkaraya, Indonesia (ikasafitri@gmail.com)

Abstract – Dayak tribe as one of biggest tribes in Indonesia has many positive cultural values for the next generation.

One of the values is that women has no inferiority compare to men. Women also always encouraged being responsible and hard work in any situation as the example from their ancestor. This study investigates by details factors influencing women engineer with Dayak cultural background in performing their work in engineering field.

Some interesting finding emerged include the contra productive facts that Dayak values in one of Hofstede Cultural Dimension namely Masculinity that different with national culture of Indonesia which has Femininity. Some evidences explained in this reports based on the interviews with 5 (five) women IT engineer genuinely Dayak cultural background.

The research participants involve in the research as this is a phenomenological approach that means they doing live report on the research questions. The finding would be useful to develop a model of cultural dissemination about positive cultural values for the next generation. Keywords: cultural values, Dayak tribe, IT engineering job, masculinity, women engineer. I.

INTRODUCTION Women participation in engineering profession is still less than what it

is expected. The job market filled with male domination particularly in informatics engineering. In facts, informatics engineering profession is less masculine that other engineering field professions.

Informatics engineering professions are mostly desktop job with computing tools such as computer, server, networking kit, hardware tools, etc. However, these facts still support the fewer amounts in women participation in informatics engineers. One of the factors in women choice in profession is cultural background.

Culture that supports their choice in preferences of job will encourages women to choose engineering profession. This is reflects in the culture values and family education about women participation in the family and the society. In general, Indonesian culture placed women to be inferior from the men. In our finding, Dayak tribes are different.

In Dayak culture, division of inheritance for man and woman is 1: 1 [1-4]. Other evidence is that in Dayak culture, Dayak tribe has various rules to protect women's honor. This rules are not to restrict women's movement, but for Dayak women are highly honored and valued so deserve special attention in the form of regulations aimed at protecting women [5].

Moreover, in another study it was also found that in Dayak custom, the function of men and women in employment is equal, meaning that more work can be done without distinguishing gender [6]. This paper reports factors determining women performance in their career in informatics engineering field. Those factors are mainly because of cultural values fron they Dayak tribe inheritance and family education of their ancestor ' s customs from the past.

The output of this study can be used for disseminating positive values of the Dayak culture for the next generation in order to conserving dayak cultural inheritance as part of cross cultural training [7, 8]. II. METHODOLOGY This paper reports part of results from the interviews of a research project. Trch rjt uerWmens Studies Grant Scheme funded by Muhammadiyah University of Palangkaraya. In this research, the sampling methods used are purposive sampling.

Purposive sampling is a sample method to select participants based on the criteria and research objective. Research participants were gathered through a deep searching on government and private institution that employed women IT engineers. Potential participants then be contacted to asked their agreement as the subject of this research.

Research method used in this study is phenomenological approach of qualitative

methods. This approach involves the participants to be the co-researchers as they reporting the lived experiences of what we investigated. III. RESULTS A. Research Participants Profile The interviews to all research participants took 90 minutes each to be completed.

The web-based survey was terminated when the 5 participants had been interviewed and all the data considered completed. Table 1 shows the Criteria of research participants. There are 6(six) criteria for being the research participants. TABLE I CRITERIA OF RESEARCH PARTICIPANTS Criteria - Woman - Dayak Tribe Cultural Background - Strongly contact with Dayak culture - Age: 20 - 60 - IT engineering education background - IT engineering job description Table 2 shows the profile of research participants.

The 5 (five) participants are different in every category including industry, job title, age and years of experience in informatics engineering job. TABLE II PROFILE OF RESEARCH PARTICIPANTS Participants Code Industry Job Title Years of Experience SSH-01 IT Education and Services Information Systems Manager 14 RRS-02 Government Institution Database Administrator 10 NNV-03 Travel Agency Web Developer 4 SJN-04 IT Education and Services IT Instructor 7 SFC-05 Construction Contractor Database Administrator 6 Figure 1 shows the number of participants based on type of industry they work at. Fig.

1 Number of Participants based on Type of Industry B. Elements Investigated This research investigated knowledge and experience of Dayak women working in IT engineering job field in Palangkaraya, land of Dayak tribe. The engineers were asked about their work situation and job description in related to their Dayak tribe cultural background and issues raised from the interactions.

Their experience in working in IT engineering field, Dayak women engineers found that they have strong basis on hardwork and struggle [9, 10] also discipline and responsibility [11, 12]. These values are inherited from their ancestors based on what they have been observed and stories from their elder. We investigated how their cultural values shape them to be a woman who choose a career in IT engineering field which consider being a male dominated job.

We also explored relational value between Hofstede Cultural Dimension particularly " Masculinity " with their local culture. C. Dayak Cultural Values for Women The 5 participants are come from family background that sticking strong to Dayak customs and culture. Most of them are inherited Ngaju and Maanyan Dayak sub tribe. They still use their traditional language and dialect to speak.

They are also practicing spiritual tradition in their daily life including in pregnancy, baby birth, marriage and even death. They were taught by their family to conserve Dayak cultural heritage. This is mainly because their honor to their ancestor and to prevent the customs and culture being extinct in this modernized era.

As woman, they observed of what their mother and grandmother also women elders in extended family on how they faced live. In Dayak culture, man and woman have Government Institution, 1 Travel Agency, 1 IT Education and Services, 2 Construction Contractor, 1 Number of Participants based on Type of Industry same strength in term of working as labor and get paid [13].

This fact encourages Dayak women engineers to get a good job and well paid based on their educational background. Other interesting fact is that in Dayak family, unlike other tribe in Indonesia, they do not have a division of domestic tasks. In other tribe in Indonesia, man has responsibility to get a job and earn money for the family, while woman doing all domestic works at home.

In this paper, some interview results with the Dayak women engineers about their knowledge and experience related to their career and cultural influences will be quotes. As written in Table 2, coding for each participants reflects the participants anonymous identity which only be used for data labeling. A database administrator in a Government institution stated that her mother told her that her grandmother and great grandmother were good forest women.

They were roaming the forest to look something valuable to be exchange with another commodity or to be sold to other people in the community. It reflected in this quote: " My mom frequently told stories about my tambi (grandmother in Ngaju Dayak language). She was a forest woman who going every morning in the forest to look for plants or fruits to be sells to the neighborhood to earn money.

Sometimes she also trades it with other commodity with her neighbor or relatives. " (RS -02) One of the participants is a woman who working as a database administrator in a construction contractor. She said that in her ancestor ' family whose background is Ot Danum Dayak sub tribe, women also doing fishing and gold mining for earn money.

As reveals in this quote: " In my ancestor family, women also contributing in family income such as selling fish from their fishing to other Dayak sub tribe. Our sub tribe lives in riverbanks, that is why it called Ot Danum Dayak sub tribe. They do living from the river resources such as fishing and gold mining. " (SFC-05) Those facts reveal that

women also give their contribution into their family income [13-15].

There is no inferiority in term of women as worker in any field of job. In other words, there is no difference whether man or woman who works as paid worker in the family. A web developer in a travel agency said that how they perform work is determined of how their parents told them to do so.

" My parents and other parents in our tribe always told us the important to do hard work. Because of this is the cultural heritage of our tribe for many years. We will feel ashamed if doing job not as good as we can. That is my cultural values in term of working performance. " (NNV-03) As said in her quotes, Dayak tribe taught their people to do hard work.

In related to her current work in engineering project, a smart work that effective and productive is much recommended [8, 16]. It also should be disciplined and organized. This also strengthen that national and local culture are influencing how they perform their work [17]. Other woman engineer who works in IT Education and Services as the Information Systems Manager reveals one interesting fact.

In her family, being single is less important that being jobless. As she said in this quote: " My family never bother of my sisters and my marriage status of being single. Three out of four girls in my sisterhood are not married. That was never been an issue. The hot issue is if we do not have a job for living.

That is related to our family social status in the community " (SSH- 01) The interview question was also contains on how the Dayak women engineer perceive their leadership styles within the tribe. Leadership skills are related to the importance of team relationships as a contributing factor to a successful project [16, 18]. Leadership skills are very important particularly in a multicultural context.

A women engineer as an IT instructor explains that in term of leadership, Dayak tribe has a straightforward style. They expressed their feeling explicitly with the objective to solve the problem of it does appear. " In Dayak society, leader tends to be straightforward when come to their leadership style. They expressed their opinion, feeling, anger explicitly to their subordinates.

Maybe some people feel that is too rough, but that what they do. The purpose is only to solve the emerging problem as soon as possible wisely. " (SJN-04) This engineer also added that Dayak people are fairly flexible in terms of adjusting with people from other cultural background. " We are not that stiff when we face a situation with other people

from different cultural background.

Among Dayak tribe or other ethnicity in Indonesia or even people from other country, we are flexible " (SJN-04) As subordinates, Dayak worker also has respect to the leader regardless the leader ' s cultural background. This is strengthen the opinion that Dayak people is very adaptable. " I am as a subordinate always respecting my boss, regardless his cultural background.

My current boss is Javanese, I treat him like he should be treated " (SFC-05) Good culture is where people can do adaptation process easily [19]. When people have a good adjustment process, they can have interaction with people from different cultural background in proper manners [20]. IV. DISCUSSION A. Masculinity in Hofstede Cultural Dimension Hofstede [21] develop a 6-D Model of Cultural Dimension consists of Power Distance, Individualism, Masculinity, Uncertainty Avoidance, long Term Orientation, and Indulgence. In this paper, the relevance of 6-D Model of Hofstede is on masculinity dimension.

Masculinity is a characteristic of society that put " competition, achievement and success " [17, 21, 22] are more important than caring others and quality of life. As shown in Fig. 2, Indonesia has 46 score in Masculinity, means Indonesia is more to Femininity. In Femininity culture, male dominate female in almost every aspects, such as work, domestic tasks, and others. Fig.2 ndnesia6 -D Model Of Hofstede B.

Hofstede Cultural Dimension and Dayak Cultural Values From the interview results, Dayak cultural values are very different with masculinity of Indonesia ' s national culture. In Dayak culture, women have no inferiority than men. They are encouraged to have a good job for life as man do. This research also reveals their observation on what their mother and grandmother also women elders in extended family on how they faced live.

In Dayak culture, man and woman have same strength in term of working as labor and get paid [13]. This fact encourages Dayak women engineers to get a good job and well paid based on their educational background. This study also explain that women also give their contribution into their family income [13-15].

There is no difference whether man or woman who works as paid worker in the family This finding is very interesting to be expanded into cultural training for the next generation particularly with Dayak cultural background. This is also has the purpose to conserve Dayak cultural heritage. The conservation is mainly because they to prevent the customs and culture being extinct in this modernized era. More over as their honor to their ancestor and V.

CONCLUSION This research reveals that from the engineers experience their engineering work performance is determined by their cultural values. One of the factors in women choice in profession is cultural background. Culture that supports their choice in preferences of job will encourages women to choose engineering profession.

This is reflects in the culture values and family education about women participation in the family and the society. This finding about factors of women in engineering career is still need to be justified with further research on the women engineering in other field than informatics engineering.

Future research will be a complete frame work of cultural heritage that need to be disseminated to the next generation especially in Dayak cultural background.

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