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**THE SPIRIT OF FEMINISM IN WOMEN LEADERSHIP REFLECTED BY  
ENGLISH DEPARTMENT OF TEACHER TRAINING AND EDUCATION  
FACULTY AT MUHAMMADIYAH UNIVERSITY OF TANGERANG**

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**ABSTRACT**

*This research is about The Spirit of Feminism in Women Leadership Reflected by English Department Of Teacher Training And Education Faculty At Muhammadiyah University Of Tangerang. This study aims to analyze the spirit of feminism in female leaders, the obstacles faced while serving as a leader, and leadership styles. The qualitative research methodology is used in this research. Data collection was carried out by interview, observation and documentation. The resource persons in this study consisted of three female leaders, three members. Data analysis was performed by reducing data, presenting data, and drawing conclusions. Triangulation technique is used to check the validity of the data. The result of the interview is that women leaders are by the components of liberal feminism value. Obstacles experienced by women leaders during their tenure as leaders were in the form of stereotypes as well as discrimination. The leadership style applied by women leaders in the English education study program at Muhammadiyah University of Tangerang is transformational.*

**Keywords:** Liberal, feminism, women, leadership, style

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**ABSTRAK**

Penelitian ini tentang *The Spirit of Feminism in Women Leadership Reflected by English Department Of Teacher Training And Education Faculty At Muhammadiyah University Of Tangerang*. Penelitian ini bertujuan untuk menganalisis spirit feminisme dalam pemimpin-pemimpin perempuan, obstacles yang dihadapi selama menjabat sebagai pemimpin, dan gaya kepemimpinan. Metodologi penelitian kualitatif digunakan dalam penelitian ini. Pengumpulan data dilakukan dengan wawancara, observasi, dan dokumentasi. narasumber dalam penelitian ini terdiri dari: 3 pemimpin perempuan, 3 orang anggotanya. Analisis data dilakukan dengan mereduksi data, menyajikan data, dan menarik kesimpulan. Teknik triangulasi dilakukan untuk mengecek keabsahan data. Hasil wawancara menunjukkan bahwa pemimpin-pemimpin perempuan program studi bahasa inggris di universitas muhammadiyah Tangerang memiliki nilai-nilai feminisme liberal. Hambatan yang dialami pemimpin-perempuan selama menjabat sebagai pemimpin adalah stereotipe dan diskriminasi. Gaya kepemimpinan yang diterapkan oleh pemimpin-perempuan pada program studi pendidikan bahasa Inggris di Universitas Muhammadiyah Tangerang adalah gaya kepemimpinan transformasional.

**Kata kunci:** feminism, liberal, perempuan, pemimpin, gaya

## INTRODUCTION

Education has an essential role in improving the quality of human life, especially the variety of self. Some experts interpreting education is a process of changing the attitudes and behaviour of a person or group of people in maturing through teaching and various exercises. They have the opportunity to improve their quality of life, can help develop their potential optimally, provide knowledge and skills in providing exercises, motivate to engage in useful experiences, work for a harmonious environment and are conducive to learning, direct if deviations occur. (Darling-Hammond et al., 2019)

According to (Ganta, and Manukonda, 2014) Leadership is a kind of power where one person has the ability to influence or change the values, beliefs, behaviour and attitudes of another person (Hao & Yazdanifard, 2015). In other words, leadership is defined as the ability of a person to influence others, through attitudes to move these people so that with full understanding, awareness and pleasure desiring to follow the leader's wishes. John Naisbitt and Patricia Aburdene (2000) have illustrated opportunities in leadership for women, His estimates of women's leadership in the business world, organizations, community groups (countries), or in other public worlds have now become a reality. women have an excellent opportunity to become leaders in various fields such as organizations, businesses, community groups, such as education does not deny that this phenomenon has occurred or has happened a lot, many women become leaders

According to (Batliwala, 2011) "Women bring different qualities to leadership, with greater attention to collaboration, cooperation, collective decision-making, and above all, relationship-building" (P. 18) it means that leadership can build equality relations without discriminating. Schermerhorn (1999), women leaders are always more inclined to behave

democratically and take part in which they are more respectful and care about their subordinates and share their 'strengths' and feelings with others (p. 368). In other words, Women's leadership is more empathetic with staff subordinates, interactive and competent communication.

Draws on the leadership style models of Lewin (1998) and Bass (1990). Thus, five leadership styles are identified Autocratic, democratic, laissez-Faire, transformational and transactional leadership. There is much controversy among the people, especially in Indonesia. Many people still think that women do not deserve to be leaders because women are always seen as weak, passive, cowardly and powerless components. Which is always made subordinate by men in the public world; this is a patriarchal culture and has long been socially constructed.

Along with the times, modernization, globalization of information, and the success of the emancipation and feminism movement, women's attitudes and roles in politics and leadership began to change. Women no longer only act as housewives who carry out reproductive and employment functions in the domestic sector but have actively played roles in the public sector, both social, economic and political. Roles that are usually carried out by men have begun to be taken over by women; some female leaders have proven that negative thoughts towards women. Some views emerge against this, namely feminists, this view believes there must be equality between women and men.

There are efforts for women to obtain human rights by demanding emancipation. This expected to be able to play a role and participate in all activities such as politics, economy, social, culture, education and similarity in enjoying the development. According to Christina Hughes, in her book entitled *Key Concepts in Feminist Theory and Research*, there is six-point that adheres in

women related to feminism, namely equality, difference, choice, care, time, experience. Here the equality of woman with man, the woman wants the same with man. Every woman wishes freedom, and they will not always stay at home, like in this research about woman oppression.

According to (Freedman, 2002), Feminism is the belief that women and inherently have the same values. Because most societies have the privilege of men as a group, social movements are needed to achieve equality between women and men, with the understanding that gender always intersects with other social hierarchies (p. 7). In other words, feminism is a movement focused on the goal that gender does not have to be a determining factor in shaping one's social identity as well as social, political or economic rights.

According to (Tong, 2009) in his book entitled *feminist thought* is old enough to have a complete history with a set of labels: liberal, radical, Marxist/socialist, psychoanalytic, the case focused, multicultural/global/colonial, ecofeminist, and postmodern/third wave. (P. 1)

As in this paper, we will discuss Feminism; researchers take the perspective of women leaders from the Department of Teacher Education and the Faculty of Education as research objects because the researcher see the relationship between female leaders and Feminism. Female leaders are women with status high that is considered to be heard by many people and influences them. In this study, the researcher chose a title related to feminism and women leadership because the researcher are interested in analyzing the obstacles experienced and leadership styles are applied in women's leadership, and researchers want to discuss more the spirit of Feminism in women leadership

## METHODOLOGY

Referring to the problem formulation and research objectives, the method to be used is qualitative method with analytical descriptive methodology. According to (Creswell, John., 2018) qualitative research is a means for exploring and understanding the meaning individuals or groups ascribe to a social or human problem. The location of the research is Muhammadiyah University of Tangerang. The resource persons in this study consisted of three female leaders, three members, namely 2 class leaders and also the Head of English study program along with member representatives from each female leader. The data collection technique in this research, there is three-technique that researcher used such as observation, interview, and document. Steps in this study will go through three stages, namely data collection, data analysis, and data analysis. Data analysis was performed by reducing data, presenting data, and conclusions.

## RESEARCH FINDING

The results of interviews that have been conducted by researchers with class leaders and heads of English study programs along with several members at Muhammadiyah University of Tangerang, researcher found that the analysis of women leaders are by the components of liberal feminism consist of equal education and equal liberty, while the results analysis of The appropriate leadership style by women leaders, researchers found that according to the transformational style, the supporting components of the transformational leadership style consisted of Idealized Influence, Inspirational Motivation, Intellectual Stimulation, Individualized Consideration, Charisma while the obstacles experienced by women leaders during their tenure as leaders were in the form of stereotypes as well as discrimination.

**Table of research findings**

<b>Liberal Feminism</b>	<b>Transformational Leadership Style</b>	<b>Obstacles in women leadership</b>
11. Equal Education • Higher Education	1. Idealized Influence • involve members in planning the vision, mission and work programs • Prioritizing quality that is planned, systematic and sustainable	1. Discrimination Gender 2. Stereotypes
12. Equal Liberty • Economic equality • The opportunity of spaces for women to become leaders	2. Inspirational Motivation • Developing the values of togetherness, mutual trust, passion for progress, sharing new ideas • Creating a conducive atmosphere, comfortable, and intrinsic motivation to increase work productivity. 3. Intellectual Stimulation • Developing a positive work environment, work ethic, discipline and fairness. • Take the approach to a harmonious relationship 4. Individualized Consideration • Responsive and caring or has tolerance for the needs of members 5. Charisma • develop a personal character that is praiseworthy, honest, trustworthy and has high integrity • Able to solve problems with a polite, gentle, and wise approach	

**DISCUSSION****Feminism in Women Leadership**

This section discusses the spirit of feminism in women leadership using the liberal feminism theory as described in the previous chapter. As for the comparison of previous researchers who used the theory of liberal feminism, as stated by Fakhrian (2017) in his research which used the same theory with different objects, he focused on Hillary Clinton's speech at the 2016 democratic national convention on the role of women in modern society. Now Women are taking the same opportunity to involve their roles

in modern society. Women are not only in the sense of household but also in the realm of masculinity. Besides, Puspitasari (2016) uses the same theory liberal feminism with different objects; she only focuses on the value of liberal feminism reflected in Jane's character in Mr and Mrs Smith.

Therefore, previous researchers are not relevant to this study. This thesis has several differences, such as in Fakhrian's research (2017) whose objects, he focused on Hillary Clinton's speech, while in Puspitasari's (2016) research the value of liberal feminism is reflected in Jane's character in Mr and Mrs

Smith. The researcher uses a human object, namely a female leader who serves as the head of the English education program and class leader. Besides, the researcher also interviews members who are led by female leaders.

### 1) Equal Education

Rosemarie Tong stated that women are better partners for their husbands than as servants. In this context, women can also earn outside the home (2009: 18). This means that women also have to be educated in order to earn income outside the home, besides that women can also develop themselves.

As Wollstonecraft said in *Feminist Thought*, all human beings are entitled to the same opportunity to receive education in order to develop their rational and moral capacities, their potential to become human (Tong, 2009, p. 15). Women leaders in the English education study program at Muhammadiyah University of Tangerang have proven that one of them is capable of having a promising career, the educational background of these women leaders can be seen from being able to achieve higher education and reach their potentials, and to be a smart and critical person requires extensive knowledge so that her mind can be open and learn about the things that happen around her.

As a female leader in English Education study program who has proven that women also have intellectuality, high responsibility, so that they can direct all members to carry out their duties properly and try to be responsive to current problems with their abilities, make strategies in solving problems and also realize the program that has been planned, using their

abilities in doing many things related to their work.

### 2) Equal Liberty

Having the right to do what she wants to say is one of the goals of liberal feminists. In liberal feminism, women fight for freedom because sometimes women have limited rights to do what they want, so doing many things must be based on social rules. Many women don't have the freedom to choose or do whatever they want.

Usually women are needed in the domestic sphere, namely taking care of the household, cooking, washing, raising children, gardening, and other activities that are carried out in the kitchen and at home. If in the position of women usually occupy the position of secretary, treasurer who is synonymous with women. Liberal feminism fights for women's freedom, to have the right to freedom in their own lives, at least women can do what men usually do.

Mill and Taylor also emphasized that if society wants to achieve sexual equality or gender justice, then society must provide women with the same political and economic rights and the same education as men (Tong, 2009: 16). Without opportunities in political rights, education is what Mill and Taylor want, including in jobs or positions.

Researchers see the equal freedom between men and women can be found in women leaders in English education courses. One of the informants is married but has the freedom to choose life and express herself because her husband does not limit her choices for a career. With the freedom to choose her life, the third female leader earns income from



her work as an educator as well as a leader, which makes her independent. She doesn't depend on her husband because he has a job, she can make her own decisions in life. She has the freedom to do so, especially regarding his job as a leader. according to Wyles (2015) in the household environment, the decision to become a working mother can be an example of applying the concept of feminism (Yani, 2018). She can become an independent woman because she is not completely dependent on her husband's income to meet her needs. Moreover, these women leaders have a public space such as interacting with members or their relations in doing their jobs. they meet many people in their life and interact with them, especially in matters related to their work as leaders.

### **The Obstacle Of Women Leadership**

This study also aims to identify the obstacles faced by women leaders. Following are the obstacles faced by female figures in the English study program at the Muhammadiyah University of Tangerang

The majority of Women Leader in English Education study program at the Muhammadiyah University of Tangerang experience discrimination and other obstacles, namely gender stereotypes.

Previous research is not relevant to this research. The female leader of the English Education Study Program, Muhammadiyah University of Tangerang, has never experienced difficulties in communicating with more senior members as expressed by Kristiyanti et al (2016). Based on her findings on "*Kepemimpinan Wanita Pada Perguruan Tinggi*" in her research, it was stated that the majority of female deans in Semarang City experienced problems in the academic field. Other obstacles faced include communication with senior lecturers.

Constraints experienced by the Women leadership in English Education study

program at the Muhammadiyah University of Tangerang, in the interviews that have been conducted, the leadership said that they had experienced stereotypes, such as when solving problems, if the leader is a man who does this. She will get a good response, praised for reflecting an authoritative and robust character. However, it is different if the leader is a woman and does the same thing; this will lead to wrong perspectives in society. According to Yulianti (2018) "Men are required to be firm in leading. However, when a woman is assertive, she is often called aggressive. From this example, it can be seen that cultural issues are a major factor in women's progress." According to her, assertiveness in women gives wrong assumptions or judgments and cultural factors that make women's success sometimes become an obstacle, and this was also felt by the first female leaders who said there were stereotypes during leadership, and this is supported by the teachings of religion and culture in Indonesia.

Another obstacle is discrimination, but the interviewer did not mention a specific form of discrimination, as stated by Radwan et al. (2011) in their research stated that women in society still face many difficulties at work, such as a culture that does not accept women as leaders.

These things have caused injustice to women in the form of stereotypes so that the opinion that women are not appropriate to be leaders is still felt by women leaders in the English education study program of Muhammadiyah University of Tangerang because, this results in discrimination in society against women, even though according to Law Number 1 of 2017 concerning Gender Equality women have obtained the same rights as men in various fields.

Women leaders in English Education study program at Muhammadiyah University of Tangerang are trying to overcome these obstacles and challenges. One of the critical

efforts made is trying to build good work collaboration, always on justice, such as not differentiating based on religion, ethnicity and most importantly. Gender, building good relationships outside working hours and establishing good cooperation with various parties so that the vision, mission and program of activities can be achieved. Efforts to face obstacles and challenges make these obstacles a challenge to break through old traditions that are thick with patriarchal culture, discrimination and gender stereotypes. The majority of women leaders in English language courses have returned to leadership positions more than once. As stated by Caliper (2005) in Kristiyanti, et al., Who argues that women leaders are more persuasive than men when they feel rejected, female leaders learn from their difficulties, female leaders show overall involvement, build teamwork to solve problems. Moreover, decision making and taking risk.

### **Leadership Style in Women Leadership**

This section discusses the styles used in women's leadership, as well as a comparison of previous researchers, Kristiyanti (2016), in her research that both have a background of female leaders but with different objects and locations, she uses the female dean object. in Semarang, while the object of the researcher is the head of the English study program as well as the class leader at the Muhammadiyah University of Tangerang.

The results of interviews conducted by researchers show that female leaders in the English study program at the Muhammadiyah University of Tangerang have five transformational components, as described in Chapter II, namely Idealized Influence, Inspirational Motivation, Intellectual stimulation, Individualized thinking, and charisma. Based on the results of the research that has been done, it can be described as follows:

## **Transformational style**

### **1) Idealized Influenced**

The results of the three female figures in the English education program at Muhammadiyah University of Tangerang, they both involve their members in composing creative or work programs. They are allowed to express their own opinions in preparing the vision, mission, goals, work programs and activities. The expression of this opinion includes the content, purpose, and the language used can be understood or not.

This is similar to Bass (1990) leadership is a complex process in which leaders influence their subordinates in carrying out the vision, mission and tasks of the organization in a more advanced and unified direction by applying leadership traits in the form of beliefs, values, ethics, representation, knowledge and skills. (Yulianti, 2018).

### **2) Inspirational motivation**

The results of the three women leaders in the English education study program, Muhammadiyah University of Tangerang, already have Inspirational Motivation; This is evidenced by the values instilled by women leaders in English education study program at Muhammadiyah University of Tangerang. The choice of democratic and participatory leadership styles in women's leadership, such as being open to input and criticism, can encourage other members to be enthusiastic in carrying out their duties and also to apply this style. This is similar to the results of research from Eagly and Johannessen-Schmidt (2001: 789) and Bass and Avolio (1996: 7) that women leaders tend to use democratic and participatory leadership styles (Yani, 2018).

As stated by Zimmerer & Scarboug (2000) leadership is a process of influencing and inspiring others to work towards the final goal and then can provide the strength and freedom to achieve it (Wibowo, 2015). For this reason, a leader must be able to motivate

subordinates to work correctly and effectively. Effective leadership is leadership that can influence and mobilize its members by motivating to achieve shared goals set. This is what the women leaders in the English Study Program at the Muhammadiyah University of Tangerang implement to their members so that they can carry out their duties properly and enthusiastically.

### 3) Intellectual stimulation

The results of the three women leaders in the English education study program, Muhammadiyah University of Tangerang, already have intellectual stimulation; This is evidenced by developing a harmonious and positive work culture by creating informal communication, working with members to create a friendly atmosphere.

According to Eagly (1991), women leaders collaborate and share thoughts when making decisions (Yani, 2018). women leaders in English Education Study Program at Muhammadiyah University of Tangerang are also represented as figures who are concerned with interpersonal relationships between them and their employees, so that the communication process between them does not only discuss work, with a harmonious and positive work culture that will further motivate superior performance.

### 4) Individualized consideration

The results of the three women leaders in the English education study program, Muhammadiyah University of Tangerang already have Individualized consideration; This is evidenced by the attitude of the leader who is responsive and caring or has tolerance for the needs of members.

As stated in research Eagly and Johanessen-Schmidt (2001) that female leaders tend to care for others through developing the potential of others (Yani, 2018). Women leaders in English education study program Muhammadiyah University of Tangerang

have good tolerance towards their members, such as never differentiating between race, religion or gender other than women leaders in English Study Program at the University of Muhammadiyah Tangerang, caring about their members by tolerating mistakes made with justice.

### 5) Charisma

The results of the three women leaders in the English education study program, Muhammadiyah University of Tangerang already have charisma by trying to instil praiseworthy attitudes aimed at its members, such as being honest and trustworthy, so that together they can realize the programs that have been made by involving its members in solving problems by conducting discussions. This has also been found in Stanford et al. (1995: 14), that women leaders use participatory leadership styles, involve their employees, and leaders who refer to the team. The members involved will later express their own opinions and consider the opinions of the members. This method is the same as an effort to optimize the potential of members. Several previous studies (Eagly and Johanessen-Schmidt, 2001; Helios, 2015; Gipson et al., 2017) previously revealed that many female leaders tend to care about others through developing the potential of others (Yani, 2018).

## CONCLUSION

The conclusion in this research, women leaders in English Education Study Program at Muhammadiyah University of Tangerang are feminists and apply liberal feminism values. Feminist of women leaders, because of equality in education, work, attainment of their positions, and domestic life, in the career of women leaders can become heads of the English education study program and head of the women's class at Muhammadiyah University of Tangerang. They also have a



character that is open to their members. In this case, the openness shown by female leaders shows a Transformational leadership style, such as adopting praiseworthy values that are supportive of feminist values, namely by respecting members, being fair, participating, collaboration, egalitarianism, and interpersonal relationships without distinction. - gender differences. Of course, so far, women leaders cannot be separated from perceived obstacles such as stereotypes and discrimination. Women leaders in English Education study program at Muhammadiyah University of Tangerang also have an open character, through personalities who do not hesitate to come down directly to deal with their customers' problems. care and respect for others the democratic character applied by women leaders in the English Education study program at Muhammadiyah University of Tangerang, a democratic and participatory character that emerges through the attitude of female leaders who are reluctant to open up or accept criticism or opinions from their members.

Based on the conclusions generated from this study, the researchers provide suggestions, the Women Leaders of the English Education Study Program at Muhammadiyah Tangerang The researcher hopes that the next researchers will conduct more in-depth research on the spirit of feminism in women's leadership.

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