

**PERFORMANCE ANALYSIS OF FEMALE EMPLOYEES IN EFFORTS
TO IMPROVE GENDER ADMINISTRATION IN THE TECHNICAL
IMPLEMENTING UNIT OF BEKRI LAMPUNG CENTRAL
DEPARTMENT OF WATERING SERVICE**

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Abstract. *This study aims to determine the extent to which the performance of female employees in the Technical Implementation Unit of the Service. Bekri irrigation in Central Lampung district in terms of field activities in an effort to increase gender mainstreaming. This research according to the method belongs to a descriptive research design with a descriptive qualitative design, the researcher intends to explain and explain the obstacles that exist in the field activities of the Bekri Irrigation Service Technical Implementation Unit related to the performance of female employees and efforts to increase gender mainstreaming in the Implementing Unit. Bekri Irrigation Service Technical 2019. The subjects in this study were female employees at the Bekri Irrigation Service Technical Implementation Unit itself. The method of data collection is by observation and interviews, documentation as well as literature study. For the technique of checking the validity of this research data using technical triangulation, while data analysis is through the stages of data reduction, data presentation and conclusion drawing. The result of this study is the finding of a task gap between male and female employees in the field activities of the Bekri Irrigation Service Technical Implementation Unit. Female employees at the Bekri Irrigation Service Technical Implementation Unit were never directly involved in the field activities of the Bekri Irrigation Service Technical Implementation Unit.*

Keywords: *performance, female employees, gender mainstreaming.*

**ANALISIS KINERJA KARYAWAN PEREMPUAN DALAM UPAYA
MENINGKATKAN ADMINISTRASI GENDER DI UNIT
PELAKSANA TEKNIS DINAS PELAYANAN PENGAIRAN BEKRI
LAMPUNG TENGAH**

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Abstrak. Penelitian ini bertujuan untuk mengetahui sejauh mana kinerja pegawai perempuan pada Unit Pelaksana Teknis Dinas. Pengairan Bekri kabupaten Lampung Tengah dalam hal kegiatan lapangan dalam upaya peningkatan pengarusutamaan gender. Penelitian ini menurut metodenya tergolong kepada desain penelitian deskriptif dengan desain kualitatif deskriptif peneliti bermaksud untuk menjelaskan dan memaparkan mengenai hambatan-hambatan yang ada pada kegiatan-kegiatan lapangan Unit Pelaksana Teknis Dinas Pengairan Bekri yang berkaitan dengan kinerja pegawai perempuan serta upaya peningkatan pengarusutamaan gender pada Unit Pelaksana Teknis Dinas Pengairan Bekri tahun 2019. Subjek dalam penelitian ini adalah pegawai perempuan pada Unit Pelaksana Teknis Dinas Pengairan Bekri itu sendiri. Metode pengambilan data adalah dengan observasi dan wawancara, dokumentasi juga studi pustaka. Untuk

teknik pemeriksaan keabsahan data penelitian ini menggunakan triangulasi tehnik, sedangkan analisis data yaitu melalui tahapan reduksi data, penyajian data dan penarikan kesimpulan. Hasil dari penelitian ini adalah ditemukannya kesenjangan tugas antara pegawai laki-laki dan pegawai perempuan pada kegiatan lapangan Unit Pelaksana Teknis Dinas Pengairan Bekri. Pegawai perempuan pada Unit Pelaksana Teknis Dinas Pengairan Bekri tidak pernah dilibatkan secara langsung pada kegiatan lapangan Unit Pelaksana Teknis Dinas Pengairan Bekri.

Kata kunci: kinerja, pegawai perempuan, pengarusutamaan gender.

PRELIMINARY

Gender issues in the general employment of the Department of Water Resources are not new, Gender is behavioral differences between men and women that are socially constructed, namely differences that are not natural or God's provisions but are created by humans (men and women) through a long social and cultural process (Fakih, 2005). The gender issue is a condition that shows the gap between women and men or gender inequality.

This gender inequality condition is obtained by comparing the ideal condition (normative condition) with the gender condition as it is (subjective condition). Apart from gender issues in water affairs, gender issues in public office and government officials can be seen from the tendency where the higher the echelon, the more little girl. Indeed, this occurs amid a positive record where the number of female employees has increased, how career development schemes allow women and

men to have equal opportunities to develop and occupy strategic positions.

Gender differences (gender differences) can give birth to gender injustice. The resulting gender differences and divisions are manifested in the position of subordination of women to men. Gender mainstreaming itself is a strategy that is carried out rationally and systematically to achieve gender equality in some aspects of human life both in households, communities, and countries through policies and programs that take into account the experiences, aspirations, needs, and problems of women and men into planning, implementation, monitoring and evaluation of all policies and programs in various fields of life and development.

According to the guidebook on Integrating Gender aspects in Program Planning and Budgeting of the Ministry of Public Works (2009) The concept of gender equality and equity must become a guideline in every activity of the Irrigation Service. Where equality means a balanced relationship between men and women in an

egalitarian aspect, adequate ability which includes Knowledge Attitude Practice, recognition of existence, space for participation, proportionate taking of roles and functions in the whole development process as a whole both in the utilization of results, implementation, maintenance, supervision, preparation, evaluation, and planning in the irrigation sector. While fair can be defined as the absence of standardization of roles, multiple burdens, subordination, stereotypes, marginalization, and violence against women and men.

The Technical Implementation Unit of the Bekri District Irrigation Service is one of the extensions of the Central Lampung Irrigation Service for the Bekri sub-district. The main task of the Bekri Irrigation Service Technical Implementing Unit is as a government organization that provides services to the public as managers of water resources found in the entire Bekri sub-district and manages the irrigation system properly so that farmers get the right information at the time of planting which is based on types of plants are used as references in the planning and implementation of water supply, in addition to routine maintenance of irrigation channels as well as monitoring of water discharge conditions aimed at calculating the planning

and implementation of subsequent water supply

In general, gender issues in the irrigation sector are still considered gender-neutral and are considered dominant from men's work, there is no common perception that gender issues are a major consideration in the implementation stages of irrigation infrastructure, from the results of surveys, investigations, land acquisition, construction, operations. and Maintenance (Akbar, 2020). Gender issues in the operation and maintenance of reservoirs, reservoirs, lakes, irrigation, and other water storage structures are still considered men's jobs. In addition to the aforementioned issues, additional points of problems at the Central Lampung Irrigation Service, especially the Bekri Central Lampung Irrigation Service Technical Implementing Unit are also marginalized female employees, especially female employees who have a linear educational background with the activities of the Irrigation Service, most of whom are engaged in the field or more a lot of technical practice.

There are 3 (three) important indicators in the performance of the irrigation network, namely the physical condition of the network, the performance of the irrigation system, and the efficiency of

water distribution. all of which are closely related to technical problems. It is very rare for female employees in the Central Lampung Irrigation Service to have a Bachelor of Engineering degree, especially in particular the Technical Implementation Unit of the Bekri District Irrigation Service, which only has two female employees. Of the total number of employees at the Bekri Irrigation Service Technical Implementing Unit, amounting to 41 people. There are only 5% of the female employees at the Bekri Irrigation Agency Technical Implementation Unit of the total existing staff. Besides, confusion in understanding the concept of gender (differences in the roles and responsibilities of women and men that are formed/constructed by the community) in society is one of the reasons for this. factors that cause gender issues (inequality). Many consider this confusion as a normal thing, and also most people accept it as natural until there is stereotyping (labeling of women and men) as well as subordination and being brought to the workplace, such as the issue of irrigation, which is considered only suitable as a male job and the assumption that female employees are not able to carry out duties in the field, even if only limited to socialization, or participate in Bekri sub-

district coordination meetings so that it affects the transfer, promotion or development of employees within the Bekri Irrigation Service Technical Implementing Unit. Ensuring a good irrigation system is the main task of the Irrigation Service. A good irrigation system is an aspect of life support for the Indonesian people, most of whom are rice cultivators who depend on irrigation. And the Technical Implementing Unit of the Bekri Office is fully responsible for irrigation problems in the Bekri District of Central Lampung, therefore the relationship between the Bekri Service Agency Technical Implementing Unit employees cannot be separated from the Water User Farmer Association, 98% of whom are men of the total membership. 140 of its members.

Gender stereotypical thinking, namely standard characteristics about individuals or groups that are not following existing empirical facts, stereotypical thinking about the characteristics of men and women is usually associated with gender roles that are closely attached to Indonesian Malay culture and norms. social and still adheres to the eastern system, namely there is still a feeling of awkwardness to talk at length to the opposite sex, even though it is discussing issues related to work because it still

considers it taboo if a female employee is invited to discuss it. The opinion of the community, especially farmers using water, is that female employees will not be able to fully understand the situation in the field so that the head of the Technical Implementation Unit of the Office seems reluctant to assign tasks to female employees for field affairs. The duties of female employees in the Technical Implementation Unit of the Bekri Irrigation Service seem to be limited to administrative matters for office employees, in other words, there is gender discrimination.

The gap in the participation of female employees in terms of work in the field is considered normal. This presumption refers to subordination. This term refers to the role and position of women who are inferior to the roles and positions of men. Women's subordination begins with the division of labor based on gender and is linked to women's function as mothers (Putriana et al, 2021). This ability of women is used as an excuse to limit their role only to domestic roles. Gradually leading women as unproductive workers who do not contribute to the development process, especially physical or fieldwork at the Bekri Irrigation Service Technical Implementation Unit.

Subordination has also become unity with stereotypes and has become a hot issue in the area of the Irrigation Service, as well as being included in the Technical Implementation Unit of the Office so that there is less involvement of female employees in field activities and physical activities in the Technical Service Unit of the Irrigation Service, Bekri district, is considered normal and has been normal, and under its nature, thus gender discrimination is very visible in the Technical Implementation Unit of the Bekri District Irrigation Service in field activities.

THEORETICAL REVIEW

The definition of the organization according to Hasibuan (2016) is a formal, structured, and coordinated union system of groups of people who work together to achieve certain goals. The organization is only a tool and a container. Organizations usually make use of certain resources such as the environment, methods or methods, materials, machines, money, and several other resources to achieve the organization's goals. The people gathered in an organization agree to achieve certain goals through systematic and rational resources under control and the existence of an

organizational leader who will lead the organization's operations in a planned manner.

The term performance comes from English, namely from the word Job Performance or Actual Performance. Performance is a result of work that has been done by an employee or employee according to predetermined criteria. Performance is the ability and motivation of a person to carry out their duties. According to Anwar Prabu Mangkunegara, the definition of employee performance is the quality and quantity of work achieved by an employee in carrying out his duties by the responsibilities assigned to him. An employee or employees are required to give their time, energy, thoughts, and efforts to achieve their goals (Umar, 2002).

Kessler (1985) in his book states that gender mainstreaming comes from the word mainstream, which is a translation of the word mainstream. Gender mainstreaming is a development strategy carried out to achieve gender equality and justice through policies and programs that pay attention to the interests of women and men equally starting from the stage of enforcing the rights of women and men to get the same opportunity, recognition, and appreciation in

society. . Gender Mainstreaming in this research is Gender Mainstreaming in the field of water resources, which is a development strategy carried out to achieve gender equality and justice through policies and programs that take into account the experiences, aspirations, needs, and problems of women and men in planning, implementing, monitoring, and evaluation of all program policies and activities in various fields of life and development of the Pegairan Service.

Gender is different from sex. Sex (gender) is a biologically determined characteristic or division of two sexes that is inherent in male or female and is the nature of the Creator. The word gender in Indonesian is adopted from English, the term gender is to describe which differences between men and women are innate as God's creation and which are cultural forms that are constructed and socialized. According to Fakhri, gender is a trait inherent in men and women who are formed socially and culturally (Fakhri, 2008). The meaning of gender according to Mc Donal in Fakhri (2008) is the separation of roles, functions, positions, responsibilities between men and women which serves to clarify the differences in roles that are constructed socially and culturally by the community,

and are not fixed and are not exchanged between the two. . So gender is not a nature or a provision from the Creator, therefore gender is related to the belief process of how men and women should act by the social and cultural requirements of each place. So far, we often confuse natural human characteristics with non-natural human characteristics. Often gender differences result in gender inequalities which are more likely to be an injustice to women. The following discussion discusses in more detail gender inequality.

RESEARCH METHODS

Based on the title of this research, namely the Analysis of the Performance of Female Employees in Efforts to Improve Gender Mainstreaming in the Technical Implementation Unit of the Bekri Irrigation Service, this research design according to the method is classified as a descriptive research design. With a qualitative descriptive design, the researcher intends to explain and elaborate the constraints that exist in the field activities of the Bekri Irrigation Service Technical Implementation Unit related to the performance of female employees and efforts to improve gender mainstreaming in

the Bekri Irrigation Service Technical Implementation Unit.

In this study, researchers took the research object at the Technical Implementation Unit of the Bekri Regency Water Service, which is located in Central Lampung Regency. The scope of this research is only on variables related to the analysis of the performance of female employees to improve gender mainstreaming in field activities involving female employees in the Bekri Irrigation Service Technical Implementation Unit.

The focus of research carried out in this study is focused on the performance of female employees to improve gender mainstreaming which has not been fully implemented in the Technical Implementation Unit of the Bekri Water Office in Central Lampung, especially female employees in South Lampung Regency. The Technical Implementation Unit for Bekri Irrigation Services so that the performance of female employees at the Bekri Unit has not been achieved. The Technical Implementer of the Bekri Irrigation Service as a government organization serving the community.

The implementation of gender mainstreaming as referred to in this research is gender equality in field activities at the

Central Lampung Irrigation Service, especially gender mainstreaming in Bekri irrigation, by Lampung Provincial Regulation Number 10 of 2012 concerning Gender Mainstreaming in Regional Development. The implementation of gender mainstreaming which includes the performance of female employees is the socialization of the Bekri Irrigation Service Technical Implementation Unit to the Water User Farmer Association which does not involve female employees.

RESULTS AND DISCUSSION

In the Bekri Irrigation Service Technical Implementing Unit in the field of fieldwork, only male employees are directly involved, while female employees at the Bekri Irrigation Agency Technical Implementation Unit are not directly involved. In this case, female employees at the Bekri Irrigation Service Technical Implementation Unit are only involved in working on a written report which will be submitted to the Irrigation Service in Central Lampung. Workability is one of the elements of maturity related to knowledge and skills obtained from education, training, and work experience. The capacity of the education sector for female employees in the

Bekri Irrigation Service Technical Implementation Unit for the technology sector does not exist, because based on the results of the researcher's research that female employees are the Technical Implementation Unit of the Bekri Irrigation Service, which only amounts to 2 out of 41 employees of the Dinas Technical Implementing Unit. irrigation Bekri does not have technical education. With these considerations, the Head of the Bekri Irrigation Service's Technical Implementing Unit does not involve female employees in field assignments, in addition to educational factors another consideration is to protect female employees themselves due to heavy and high-risk fieldwork, so that the assumption that female employees will not be able to carry out duties in the field, On the other hand, farmers as users of irrigation water in the area of the Bekri Irrigation Service Technical Implementation Unit reject the existence of female employees in field activities on the pretext of being reluctant and rigid when dealing with female employees in the field. Whereas from the observations of researchers in the field, not all activities in the field at the Bekri Irrigation Service Technical Implementation Unit are at serious risk and full of challenges. For example, female employees were not

involved in field activities during the socialization, advising farmers about the start of planting and the types of plants to be planted according to the estimated water discharge. Besides, based on the data and the author's monitoring, the work capacity of female employees at the Technical Implementation Unit of the Bekri Irrigation Service in Central Lampung Regency in the technology sector is 0%, because there are no female employees who master the technical field. Even though it is seen from the education level data that there are only 2 male employees at the Bekri Irrigation Service Technical Implementation Unit who have a bachelor's degree in Engineering, and only 1 have a Bachelor of Social Science and Political Science degree, the rest are employees of the Technical Implementation Unit of the Office. Irrigation Bekri has a high school education level equivalent to about 80% of the total number of employees in the Technical Implementation Unit of the Bekri Irrigation Service. For the workability of female employees in the field of administrative affairs by 80%. Because female employees are not involved in all activities in the field and only take care of administrative matters in the office every day so that with the same work from time to time, female employees are more dexterous

in terms of office administration compared to male employees.

According to Anwar Prabu Mangkunegara (2011), the definition of employee performance is the quality and quantity of work achieved by an employee in carrying out his duties by the responsibilities assigned to him. Still, according to Mangkunegara, the indicators of employee performance include Quality of Work, Quantity of Work, Implementation of Tasks, Responsibilities. The quality of work can be seen from the enthusiasm of work. It shows a deep enthusiasm for the work being done. If employees have high enthusiasm, then the interest to work in completing tasks neatly and quickly will be high. As a result, the results obtained will be maximized. On the other hand, if the employees have low enthusiasm, then the interest in completing their work is low and as a result, the results of the work achieved are not optimal. Based on the data and the author's monitoring, the enthusiasm of the work of female employees at the Technical Implementation Unit of the Bekri Irrigation Service, Central Lampung Regency in terms of office administration can be stated as 90%, this can be seen from the answer to the head of the Bekri Irrigation Service Technical Implementation Unit in the administration section during the

interview. Meanwhile, in terms of completing work properly and on time, 80% is due to dependence on data that is still valid and accurate.

In carrying out their main tasks and functions, female employees in the Bekri Irrigation Service Technical Implementation Unit are based on the data and monitoring of the author, that the level of work quantity of female employees of the Bekri Irrigation Service Office of Central Lampung Regency in terms of writing correspondence or reports is fast enough, but often constrained during working hours, from the writer's observation that female employees at the Bekri Irrigation Service Technical Implementation Unit come to the office often late, and go home before office hours are over, this is because the places where female employees live on average are far from the office. Thus reducing the value of the quantity of work. Meanwhile, about 90% of attendance every weekday, is due to humanitarian problems, for example, illness or family interests that allow the employee to be unable to attend.

The duties of female employees in the Technical Implementation Unit of the Bekri Irrigation Service have only been limited to the areas of office administration and staffing, including taking care of

correspondence and activity reports or suggestions as well as managing promotion and class proposals for the State Civil Apparatus and managing extension proposals. Contract decree for honorary employees. According to the data and assessment of the leadership that the author obtained, female employees at the Bekri Irrigation Service Technical Implementation Unit carry out their work accurately even though sometimes there are small mistakes but that is only limited to a lack of valid information.

All employees, both men, and women understand their respective responsibilities. Likewise, female employees at the Bekri Irrigation Service's Technical Implementing Unit are very familiar with the responsibilities assigned by their superiors. By their respective main duties and functions, and confirmed by the Decree of the Head of the Bekri Irrigation Service's Technical Implementing Unit regarding the main duties and functions of each. - each employee.

According to the results of research, female employees at the Bekri Irrigation Service Technical Implementation Unit have a high enough awareness of their obligation to do work accurately with a very small error rate. An organizational goal can be easily

achieved through cooperation. The existence of this collaboration will create a sense of organizational and emotional ties between each individual, because of mutual understanding and a sense of care between members of the organization. As a result, individual performance is high. If the individual has high performance, the individual's interest in working together in completing tasks and responsibilities will be high. As a result, the results obtained will be maximized. On the other hand, if the individuals have low performance, then the interest and motivation to complete their work are also low. As a result, the results achieved cannot be maximized. According to Mangkunegara (2011), two factors influence the high and low performance of female employees of the Bekri Irrigation Service Office for Central Lampung, including:

Employee factors, namely those that come from within the employee himself, including intelligence (IQ), special skills, age, gender, physical condition, education, work experience, tenure, personality, emotions, ways of thinking, perceptions, and attitudes work

b. Job factors, namely the type of job, organizational structure, rank (class) position, quality of supervision, financial

security, opportunities, promotion, social interaction, and work relations.

Based on the quote above, it can be interpreted that human resource factors and abilities play an important role in influencing employee performance. This is coupled with the guarantee of their future in the form of a career or promotion that allows employees to work optimally. If factors that can affect employee performance become high are ignored, then organizational goals will not be achieved, because employees will work as they are.

To overcome the factors above, several things can be done to improve and foster performance so that employee performance is even more optimal, including:

- a. Fostering work discipline.
- b. Personality development.
- c. Give fair rewards.
- d. Managing conflict and competence.
- e. Creating an atmosphere of mutual respect among employees.
- f. Promotion and career development opportunities
- g. Guarantee of fair and objective behavior.
- h. Provide a job that is interesting and full of challenges.
- i. There is a confession.

j. Financial rewards.

The description above shows the importance of paying attention to and fulfilling the rights of employees who have carried out their duties and responsibilities. This means that employees will have high performance at work if there is a match between the sacrifices that have been made by the employees and the rewards they have received. Besides, employees are also involved in discussing problems currently being faced in the organization and the decision-making process. This is done because, in essence, employees want to be recognized by the leadership without any gender differences. The function of gender mainstreaming in the Central Lampung Irrigation Service is to eliminate and eliminate gender issues and work disparities in the irrigation sector in the activities and performance of employees of the Bekri Irrigation Service Technical Implementation Unit as support for government programs on gender mainstreaming, the minister of public works in the irrigation sector has issued a letter circular, this shows the seriousness of efforts to address gender mainstreaming issues.

CLOSING

Based on the results of the research that has been done, the following conclusions can be stated:

- a. Female employees have never been directly involved in field activities because they are deemed incompetent, both from an educational perspective and in terms of human resource capacity, even though seen from the educational level of male employees in the Technical Implementation Unit of the Bekri Irrigation Service, 95% of the employees are male- men are the same as female employees in terms of education level, namely graduates of high school and equivalent.
- b. Female employees of the Bekri Irrigation Service Office in Central Lampung are only assigned to office administrative duties and have never been directly involved in field activities at the Bekri Irrigation Service's Technical Implementation Unit, even though they are only socializing at the Water User Farmers Association or in coordination meetings at the Bekri District level.
- c. Female employees of the Technical Implementation Unit of the Bekri Central Lampung Irrigation Service have a fairly good performance in solving

- problems related to administrative and personnel matters but are blind to performance in the field.
- d. The performance of female employees of the Bekri Irrigation Service Office of Central Lampung in terms of completing office and personnel administration work properly, quite on time, and with full responsibility, awareness of the obligation to carry out office administrative tasks accurately, but lacking efficiency in terms of working hours due to frequent visits late and come home early.
- e. In terms of office administration, female employees in the Technical Implementation Unit of the Bekri Irrigation Service in Central Lampung are quite good at, but not in terms of fieldwork, while male employees at the Technical Implementation Unit of the Bekri Irrigation Service mostly only control fieldwork but do not master the administrative sector.

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