

The Relationship between the Role of Buddhist College Workers and Their Participation as Members of the Buddhi Employee Cooperative in Tangerang

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ABSTRACT

The purpose of the research is to obtain the value of the relationship between the roles of female Buddhist college employees on participation as members of the Buddhist college employees employee cooperative in Tangerang. As for the background of this research is the enormous role of cooperatives, especially in Indonesia in advancing the family economy. In addition, the condition of women working in Indonesia is increasingly having a very helpful role for the family economy. The data in this study are the result data from questionnaires conducted by the research team. This research uses descriptive analysis method where the results of this study provide an overview of the phenomenon of the object of research. This study uses relationship analysis and t test and r test in data processing.

The respondents who were studied from the age side, most were in the productive age between 20 - 45 years old or as much as 86.50%. Of the educational structure 73% of respondents have education with a bachelor to doctoral level. The calculation result of simple correlation (r) shows the correlation value of 0.326. This shows the correlation between the role of female employees with the role of members of the Buddhist college employees cooperative in Tangerang does not have a correlation even though the degree of relationship shown shows a positive number. Hypothesis testing in this study shows a significance value > 0.05 then H_0 is accepted, meaning that no significant correlation is described between the role of female employees with the roles or functions of members of the Buddhist college employees cooperative in Tangerang. The conclusion from this study is that there is no relationship between the role of female college employees and their participation as members of the Buddhist employee cooperative in Tangerang.

Keywords: Role, Participation, Relationships, Employees, Cooperatives

BACKGROUND

Cooperative is an economic facility or area to actualize long-term economic development goals, to enlarge the economic conditions for the weak economy category, in order to have a greater role in the Indonesian national economy.

The phenomenon that is seen in the field at this time, shows that there are some problems that become obstacles in order to achieve the development of cooperatives in Indonesia. In order to achieve the goal, namely the development of cooperatives properly, it is necessary to identify these problems. The main problem that occurs that is an obstacle to the development of cooperatives is the division of time, the dual roles of members and management (Kusnawan, 2018). A working woman is an individual who has a dual role in her household life. In addition to the role of making a living for women, their roles as mothers and wives are also required when at home. This role is interesting to be the object of research. In this research the object is the employee who works at Dharma Buddhist College. They generally have the status of teaching staff, lecturers and employees who work in the Dharma Buddhist College. Dharma Buddhi College is an educational institution under the Boen Tek Bio foundation that provides educational services from elementary to university level.

Based on this phenomenon, it is interesting for the writer to conduct research related to the development of cooperatives with the active role of their members. For this reason the author chooses the title **"The Relationship between the Role of Employees and Their Participation as Members of the Buddhist Employees Cooperative in Tangerang"**.

THEORETICAL BASIS

Definition of the Role of Women

The role is a dynamic aspect of status (Soekanto, 2002) If the individual has carried out his rights and obligations in accordance with one's position, it means that a role has been carried out. According to (Fakih, 1997) in general, the roles of women and men can be classified in three main roles namely:

1. Reproductive (Domestic) Role

Reproductive (Domestic) Role is a role carried out by someone to carry out activities related to the maintenance of human resources and household tasks such as preparing food, collecting water, finding firewood, shopping, maintaining family health and nutrition, caring for and educating children.

2. Productive Role

Productive work involves work that produces goods and services for consumption and trade (farmers, fishermen, consultancy, services, entrepreneurs and entrepreneurs).

3. Social Role

The role of the community (social role) is related to service activities and political participation

Definition of Participation

Participation is an effort to involve or involve a person or group in an activity. According to Verhangen in (Mardikanto & Soebiato, 2012) participation is a special form of interaction and communication relating to the distribution of authority, responsibilities and benefits. (Mutis, 1992) said the participation of members is a major element in spurring activities and to maintain a unifying bond within the cooperative. Participation in organizations is realized by the services provided by cooperatives in accordance with the interests and needs of their members. According to (Ropke, 2000) member participation is explained in three aspects as follows:

- a. Members participate in contributing or mobilizing their resources.
- b. Members participate in decision making (planning, implementation / implementation and evaluation).
- c. Members participate / share profits

According to Wilcox in (Totok & Poerwoko Soebiato, 2019) five levels or stages of participation are:

- a. Providing information

- b. Consultation, which offers an opinion, as a good listener to provide feedback, but not seen in the implementation of these ideas and ideas.
- c. Deciding together (deciding together), in the sense of providing support for ideas, ideas, choices and, developing opportunities needed for decision making.
- d. Acting together, in the sense of not just participating in decision making, but also involved and establishing partnerships in the implementation of its activities.
- e. Provide support (supporting independent community interest), where local groups offer funding, advice, and other support to develop the activity agenda.

According to (Kusnadi, 2005) the participation of members in cooperatives has a very broad role including:

1. Member Participation in Organizational Fields

Participation in the field of organization requires members to take an active role in the activities of cooperative organizations, for example:

- a. Attending member meetings
- b. Advancing facilities inside or outside the members to the management and examining body
- c. Choose or be elected as a member and examining body
- d. Oversee the course of cooperative organizations and businesses

2. Member Participation in the Capital Sector

In this case, it means that members are required to be actively involved in fulfilling their obligations and participate in carrying out activities in the field of capital. This obligation may include payment of members' savings in cooperatives such as principal savings and mandatory savings while capital activities which are not a member must be voluntary.

3. Member Participation in the Business Sector

This participation requires the active involvement of members in activities related to cooperative business activities, for example:

- a. Borrow or save, for cooperatives that have a savings and loan business unit.
- b. Buy cooperative items, for cooperatives that have a shop business unit.
- c. Selling agricultural products, for cooperatives engaged in marketing the production of members.

RESEARCH METHODOLOGY

RESEARCH LOCATION

The location of the research is on the Buddhist college employees Cooperative in Tangerang, which is located at Jalan Iman Bonjol No. 41 Karawaci Ilir, Tangerang, Banten. The selection of Tangerang Buddhist college employees Cooperatives as research objects because Buddhi College is one of the best educational institutions in the Tangerang area that has educational institutions from elementary to university level. In addition, the management of cooperatives in this environment is classified as good, marked by the distribution of the remaining business results each year to each member.

POPULATING AND RESEARCH SAMPLE

(Arikunto, 2013) states "the population is the whole object of research". Research can only be done for a finite population and not too many subjects. (Sugiyono, 2010) revealed that "the sample is part of the number and characteristics possessed by the population". The object used as material in this study are employees who are members of the Buddhist college employees Cooperative in Tangerang, totaling to 214 people.

RESEARCH METHOD

The method used in this research uses the study of relationship research method (correlation). Relationship studies are studies of the relationship of variables in a study usually testing the relationships of significance, contribution, regression.

According to Gay in (Sukardi, 2003) Correlational Research is one part of ex-postreaction research because researchers usually do not manipulate the state of existing variables and directly look for the existence of relationships and the level of

relationship variables that are reflected in the correlation coefficient. It is hoped that this method is able to explain and test the relationship between the two variables examined through processing the processed data.

METHOD OF COLLECTING DATA

In obtaining the data required the following steps:

1. Observation

Observation is the process of getting data by making observations directly on the object under study.

2. Literature Study

Literature study is one method of collecting data based on the results of studies of the literature relating to the object of research.

3. Interview

Interview is a method of collecting research data by conducting direct interviews with respondents and informants.

4. Questionnaire

The questionnaire is a data collection technique using a list of questions that are shown to the respondent.

VARIABLE OPERATION

Research variables are anything in the form of what is determined by researchers to be studied in order to obtain information about it and then draw conclusions, (Sugiyono, 2010). The study uses a quantitative approach that has two research variables, namely independent variables or variables that cause the dependent variable and the dependent variable or variables that arise due to the independent variables. In this research there are independent variables and dependent variables which can be explained as follows:

A. Independent Variable (X)

The role of women is an independent variable (X) in this research. According to (Fakih, 1997) gender roles for women and men are classified in three main roles namely:

a. Reproductive (Domestic) Role

Is a role carried out by someone to carry out activities related to the maintenance of human resources and household tasks such as preparing food to collect water, looking for firewood, shopping, maintaining family health and nutrition, caring for and educating children.

b. Productive Role,

Productive work involves work that produces goods and services for consumption and sale (farmers, fishermen, consultancy, services, entrepreneurs and entrepreneurs).

c. Community (Social) Roles related to service activities and political participation

And the three factors above are categorized as indicators of research.

B. Dependent Variable (Y)

While the participation of members of the Buddhist College employee cooperative in Tangerang became the dependent variable (Y) in this study. According to (Kusnadi, 2005) the participation of members in cooperatives is very broad which includes:

1. Member Participation in Organizational Fields

Is a form of active participation of members in an organization that is reflected in the activities:

- a. Attending member meetings
- b. Advancing facilities inside or outside the members to the management and examining body
- c. Choose or be elected as a member and examining body
- d. Oversee the course of cooperative organizations and businesses

2. Member Participation in the Capital Sector

Is a form of participation of members actively involved in fulfilling their obligations to deposit a number of funds that will be included in the cooperative capital structure. This capital requirement can be in the form of payment of members' savings in the cooperative such as principal savings

and compulsory savings while capital activities that are not a member of the obligation are voluntary savings.

3. Member Participation in the Business Sector

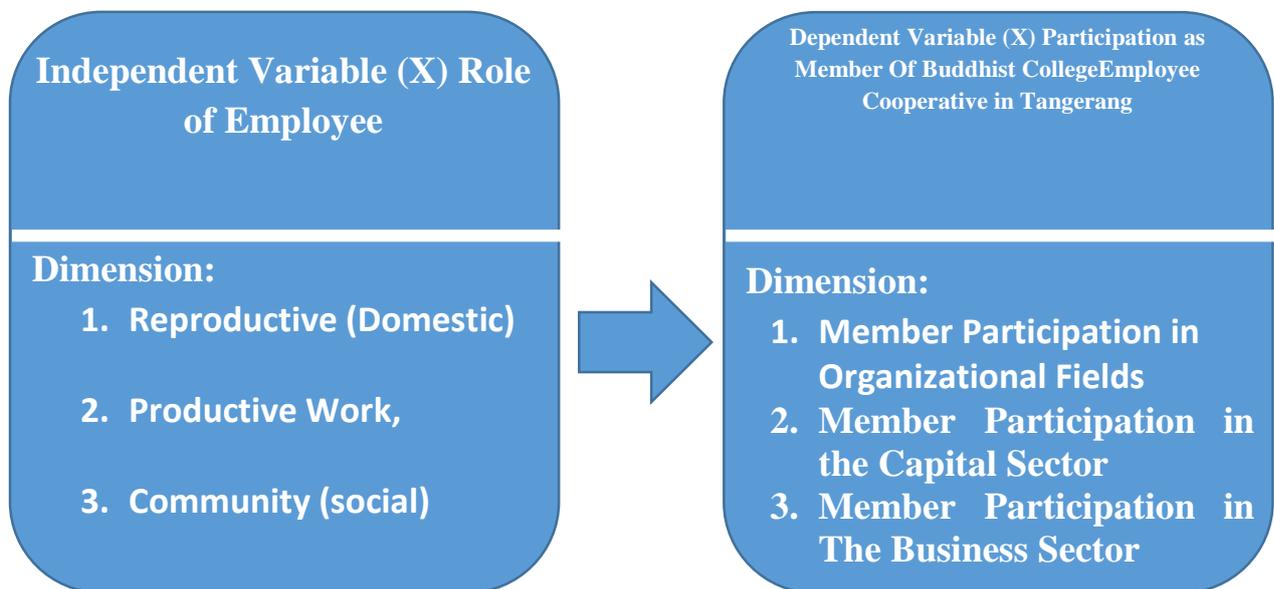
Is a form of member participation to be active in the business field established by the cooperative.

The above factors can be categorized as indicator variables (Y).

RESEARCH DESIGN

This study consists of two variables, namely the independent variable (X), namely the role of women and the dependent variable (Y), namely the participation of members of the Buddhist College employee cooperative Tangerang. The research design can be described as follows:

**Figure 1
Research Design**

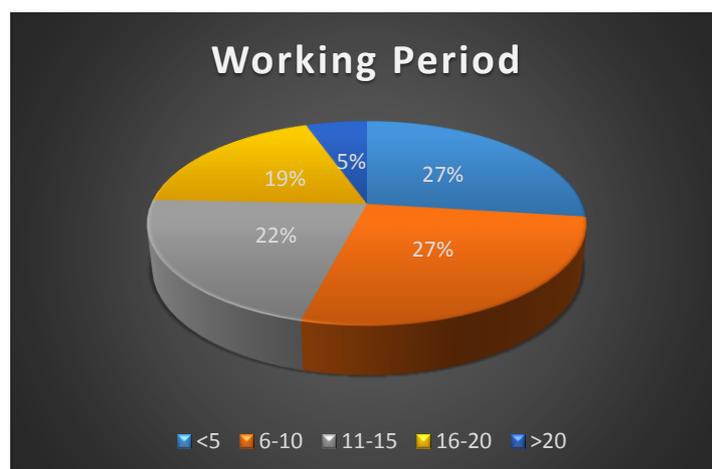
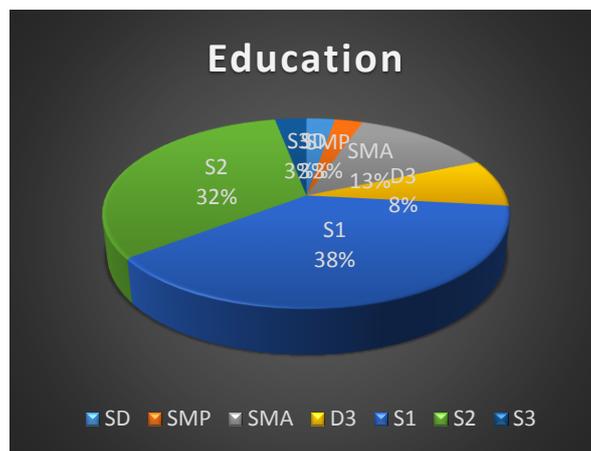
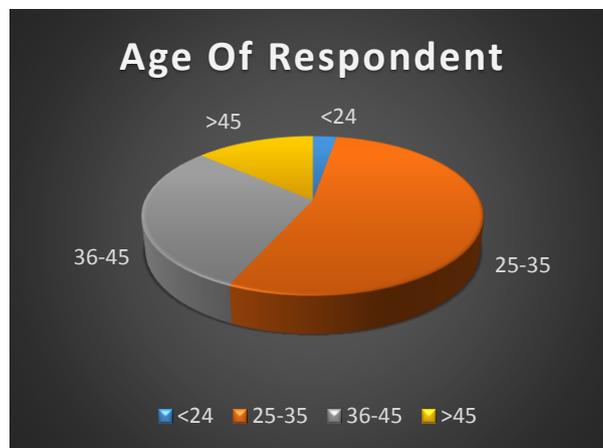


This study discusses variable X namely the role of female employees by taking 3 dimensions of sub-variables namely the reproductive role, productive role and social role While the Y variable in this study is the participation of members of the Buddhist college employee where the research dimension studied is in terms of,

member participation in the organizational, member participation in the capital, and member participation in the business sector.

RESULTS AND DISCUSSION

The respondents who were studied from the age side, most were in the productive age between 20 - 45 years old or as much as 86.50%. Of the educational structure 73% of respondents have education with a bachelor to doctoral level. Demographics from respondent data are shown in the following graph:



Testing this hypothesis is done using a significance level of $\alpha = 5\%$. Values obtained from statistical calculations will be compared with the values in the table. If the value of $r_{count} > r_{table}$ or value of $F_{count} > F_{table}$, the coefficient is said to be significant and vice versa. Hypothesis testing is done by using Product Moment Correlation analysis from Pearson. The results of correlation testing using SPSS can be seen as follows:

Correlations

		Peran Wanita	Partisipasi Anggota Koperasi
Peran Wanita	Pearson Correlation	1	.068
	Sig. (2-tailed)		.326
	N	214	214
Partisipasi Anggota Koperasi	Pearson Correlation	.068	1
	Sig. (2-tailed)	.326	
	N	214	214

The result of simple correlation analysis (r) shows the correlation between the role of female employees and the active role of members of the Buddhist employee cooperative in Tangerang at 0.068. There is a weak relationship between the role of female employees with the active role of members of the Buddhist employee cooperative in Tangerang which is shown with positive results, while the direction of the relationship is positive because the correlation results show positive results which means that the increasing role of female employees increases the active role of cooperative members of the employee Buddhist in Tangerang. This weak relationship is possible because the role of the employee as a family economic support is more dominant than the role as a member of the cooperative. While on the other hand, women who work at the Buddhi College in Tangerang are women, some of whom are single parent status so that it can be understood that their

involvement in cooperatives is not very active compared to men. Another factor that causes the reduced role of women in cooperatives is the age factor. In the Buddhist employee cooperative, the average age of respondents was between 25 - 50 years, and 75% of the sample population were women with marital status. Thus the common thread can be drawn that the working women are more focused on taking care of the household compared to their involvement in the membership of the Buddhi employee cooperative in Tangerang, even though they realize the role of the cooperative is very important to be felt as one of the mainstays of the family economy

Hypothesis testing in this study showed a significance value of > 0.05 then H_0 was accepted, meaning that there was no significant relationship between the role of female employees and the active role of members of the Tangerang Buddhi employee cooperative. The correlation coefficient shows a positive number which means that there is still a positive relationship between the role of female employees and the active role of members of the Tangerang Buddhi employee cooperative even though the degree of the relationship shown is very weak.

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