

THE EXISTENCE OF WOMEN'S LEADERSHIP IN CAMPUS ORGANIZATIONS

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ABSTRACT

This study aims to examine the existence of women's leadership within student organizations at the Faculty of Teacher Training and Education, Mulawarman University. The focus is on understanding how women interpret their leadership roles, confront structural and cultural challenges, and employ strategies to assert their presence in a predominantly male organizational environment. Employing a qualitative approach, this research utilizes descriptive analysis of secondary data obtained from documents, literature, and relevant news sources. Findings reveal that gender stereotypes and social stigma remain significant obstacles to effective women's leadership. Nonetheless, female leaders in the HMPKn FKIP Unmul organization demonstrate leadership quality on par with their male counterparts through communicative, inclusive approaches and empowering organizational members. This study confirms that gender is not the primary determinant of leadership success; rather, competence and adaptive strategies to overcome social barriers are crucial. The research contributes important insights to the discourse on gender equality in campus organizational leadership and highlights social transformation processes that enable enhanced roles for women as effective and inspiring leaders..

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INTRODUCTIONS

Views about gender can lead to subordination, in the form of beliefs that one gender will be superior or more important than the other. According to (Ekonomi et al., 2024) Gender equality is defined as equality of rights, opportunities, and treatment of men and women. Whether it is men who are believed to be superior to women or vice versa. It is based on the premise that women are irrational, emotional, stubborn and incapable of acting as leaders. The result is the emergence of things that limit women, generally labeling them with prejudice based on judgments that then become stereotypes in society, Women have a very limited position, so that women do not have the goal of being someone who works for the family after they get married.

Leadership is an activity that is able to encourage and invite others based on group approval, and has special skills that are appropriate for a certain situation. Leadership can be described as the role and process of influencing others (Khairi et al., 2023). A very important role in human resource development is owned by universities. At this level of education, there have been several significant changes in the world of education, science and technology. The main task of higher education in education is for learning and community service. It forms a culture of quality and excellence in higher education. For this reason, universities must have an optimal leadership management philosophy

in accordance with their educational goals. To achieve quality results in realizing goals, quality leaders are also needed (Khairi et al., 2023).

Gender is the difference that is seen between men and women and gender is a social status that is biologically caused as a man and a woman as well as the traits and behaviors attached to that gender. Gender equality is an act of giving equal opportunities and rights to men and women, with the note that women do not become equal to men because they are inherently (Jurnal & Hukum, 2(1), 1 Gultom, 2020). Men outwardly have a firm nature and have higher authority, compared to women who tend to be more meek and can understand the circumstances of the surrounding environment by heart. These differences are often also associated with the leadership style of a leader in an organization. Indirectly, gender influences the leadership style of each party in the organization. In the leadership style in an organization, men are often associated with firm leadership, usually seen from the way certain policy decisions are made in the organization they lead. In addition, the man's hard-nosed nature makes them more respected by their subordinates. This is actually not much different from the character of women where women are often likened to meek people even though basically women can also be someone who is firm when facing the responsibilities and trusts that have been entrusted to her. The gentle nature of women is also an advantage of the woman where it makes women more sensitive to the conditions around them. For example, when approaching employees, looking at the complaints that exist in each employee so that a harmonious relationship is created between leaders and employees.

Based on the differences that have been explained, an organization in which all parties hope that there is gender equality in their organization by considering that these differences will be more profitable if they eliminate these differences. The existence of different positions or positions in the Student Organization, if fair, should be able to provide a balance to achieve the goals that have been planned together. However, there is not uncommon for positions in Student Organizations to have inequality in the implementation of Gender Equality, because many leaders from Student Organizations are dominated by men (Aini et al., 2021). Although the spirit of gender equality has been echoed, the reality is that women leaders in student organizations still face structural and cultural challenges, based on research conducted by (Kartika & Muahrifuddin, 2023) stating that the implementation of Gender Equality in Student Organization Leadership is still an imbalance in its implementation, this is due to the dominance of men in organizational leadership. This also creates the view that men are considered to have stronger traits and attitudes than women. This article seeks to examine how women's efforts interpret their roles and affirm their existence in campus organizations, especially in the HMPKn FKIP environment of Mulawarman University.

RESEARCH METHOD

The writing approach is carried out by the qualitative data approach method and descriptive analysis of secondary data sources obtained from various documents. Qualitative descriptive research is a writing method that has the purpose of describing events or phenomena that occur in the field and presenting data in a factual, systematic, and accurate manner (Balkis, 2020). The writing of this paper refers to data collection carried out by means of literature review both primary sources, namely documents written directly by the author and secondary sources, namely documents in the form of reports by the author (Balkis, 2020).

RESULT AND DISCUSSION

Self-Meaning as a Woman

Beauvoir in his book states that women are not born as women but to become women. The inequality of relations between men and women where men label themselves as The One or the Self while women are positioned as objects and made as The Other or the Other, where women are always placed as passive objects (Meivitasari & Widyatwati, 2023). The essence applied is as the result of the author's observation that women leaders in HMPKn are still in the minority. In terms of women's leadership in organizations comes from stereotypes that already exist in them, ultimately creating the view that women are naturally unsuitable for leadership roles. It is not in line with (Mauliddiyah, 2021) which states that hiring women as executives is the right way for leadership to run effectively and do the right thing. Based on these empirical data, the author assumes that this stereotype comes from

discrimination and societal restrictions and is then applied in the end women get coercive actions to be more dominated by men. In the content of the results and discussion of this research, it is explained that the results of the analysis of research data consist of the form of self-definition as a woman, how the challenges and roles of women's leadership, and the form of self-existence in women in HMPKn.

According to Nurcahyo, differences are often a very interesting topic to talk about. Because the difference can be studied from two sides, namely the positive side and the negative side. The difference that is quite often discussed is about gender differences. Since childhood, this difference regarding gender has been seen, the simple thing that we see is the difference in parenting or upbringing for children with their respective genders, the field of education has three types, namely formal, informal, and non-formal education, which has been fought for by RA. Kartini in the emancipation of women who became the ultimate milestone of Indonesian women's freedom to receive education equal to men, especially in formal education (Sulistiyowati, 2021). The parenting or upbringing given to boys tends to be harsh while to girls tends to be softer. In a leadership concept, the position of gender, namely men and women, is a very strong consideration in determining the success of a leadership concept. But basically gender differences are not really the main principle in an organization, but in this case women face challenges when becoming leaders.

According to (Intan Baiduri et al., 2023) men tend to give importance to aspects of authority and duties, while women tend to attach importance to participatory approaches and building relationships. Both leadership styles have their own shortcomings and advantages, and it is also important to consider the context of the organization and the associated tasks. Differences in experience are also a gender comparison in determining leadership success in an organization, men's experience in terms of leadership is believed to be superior to women who tend to be more feminine so that men are prioritized in terms of leadership performance (Siregar & Wardi, 2023). However, there is a difference of opinion expressed by (Islam & Alauddin, 2024) basically that women have the necessary qualities to become successful leaders. When compared to men, women tend to be more empathetic and patient and can do many things at once, women have the ability to multitask in the same time and concentration, in contrast to men who tend to tackle complex problems one by one. The problem is, women are considered less intelligent because they cannot identify the existence of such barriers even though they have spent a lot of time in their careers (Rao, 2022). (Smith & Sinkford, 2022) women are also assumed to serve which ultimately becomes a major barrier to gender equality for example in global health leadership and women's career advancement.

The Role and Challenges of Women's Leadership

The challenges and opportunities that women face as leaders are crucial aspects of the debate on gender equality and social change (Rahmayanty et al., 2023). HMPKn (PPKn association) is an internal organization in FKIP Mulawarman University, leadership in HMPKn is mostly occupied by men, but female leadership also exists in the HMPKn organization in the Young Pradaya Cabinet, Seirama Cabinet, Harmaya Hasta Cabinet. The phenomenon of women's leadership rarely gets the focus of attention from various parties, however, if observed, women's leadership can have an important impact to be studied. According to the results of the observations made by the author, the factors that affect the existence of women to become a leader in HMPKn FKIP Unmul, namely the surrounding environment. If students do not have enough knowledge about the equality of rights of men and women, then a tendency to belittle groups or individuals will occur. Self-definition of women certainly makes there are challenges and roles that must be played by women when they become leaders in an organization. With the existing thinking about women, it is not easy for women to lead.

Beauvoir women, getting out of a painful condition is not easy because female stereotypes have become very strong in people's thinking. However, in order not to be seen as "second-rate beings," women need to use the right strategies. The female leader at HMPKn FKIP UNMUL is also faced with other challenges in carrying out her responsibilities. For example, in the process how once the emphasis on the creation of opportunities (women can have everything) seems to have shifted to expectations (women should have everything) generating pressure for women in their still unequal environment (Razavi, 2023). In addition, there are also challenges related to the limitation of night time, where there is still a lot of stigma against women involved in night activities.

This can affect the balance between personal and professional life, especially for women. Another challenge is the stigma against women as leaders, where there is still an assumption that leaders must be masculine which tends to lead to men and negative stereotypes about women's abilities as leaders. This is in accordance with the author's observation where the author gets the assumption and stigma obtained, that the leader is masculine and afraid because there are many stigmas that are not good for women, whether it is that the stigma of women is weaker, women use their hearts in making decisions, women are illogical, and so on, finally many women in the HMPKn FKIP UNMUL environment have abandoned their intention to become leaders because of this. In fact, the quality of a person's leadership, including women's leadership, should not be questioned because it is determined by competence, characteristics, intelligence, and broad understanding. They tend to act as motivators and create positive personal relationships, such as giving recognition for good achievements and working well together in teamwork.

The views related to women in leadership are very strong. There is an assumption that leaders should be masculine, which is in line with Beauvoir's views and also the author's observations about how men are perceived as the standard for authority. This view also includes the view that women are considered weaker, have excessive emotions, and are less logical which is in line with the view that women are often understood as "The Other", i.e. those who are different and less than men in the social structure (Destianti & Afrizal, 2024).

The Importance of Women's Leadership

The trend of leadership style by using gender as a tool to measure performance must listen to many opinions, not just one opinion. Because the author gets arguments in other cases that are contrary to previous opinions, in this case the gender who gets a position as leadership with performance that can improve the performance of an organization is women. This is evidenced by a research that in the first 6 months of 2020 leadership positions in an organization were held by women and it turns out that this increase occurred compared to previous years led by men.

The issue of gender equality has since ensured equal rights for women to benefit businesses and the economy. This equality also ensures that in the organization and also the broader context within the environment, mutual respect is built and strengthens the protection of human rights (Practices, 2022). In the case that occurs in this organization, according to (Burlakova, 2025), female leaders usually show a high level of emotional intelligence, both in skills, performance, teamwork, and long-term orientation, so that this quality of performance is what makes consumers ultimately want female leadership more than men. However, on the other hand, the organization also organizes a gender equality in terms of leadership, this is done because the leadership of a man is also a top priority in supporting the success of the organization's performance (Siregar & Wardi, 2023).

The superiority possessed by men is not an obstacle for women in developing their talents. According to Beauvoir in his existentialist view, considers human beings as a high entity. A person's existence is influenced by himself, including the existence of a woman (Destianti & Afrizal, 2024). This is evidenced by the 3 women who lead at HMPKn, with their election as leaders proves that Law No. 39 of 1999 article 27 has been implemented at HMPKn FKIP Unmul where women can also do things that have been seen only as men can do better, they suggest that women also have the potential to become leaders in an organization.

Quoting the opinion (Baru, 2021) said that civic disposition can form equality, tolerance, togetherness, diversity, and sensitivity to human rights issues. The values of civic education that are already inherent in the social construction attached to women, such as empowerment, namely civic education that focuses on women's empowerment that can help women build confidence in decision-making as well as the active involvement of civic education based on equality and justice that helps women understand their rights and dare to take on the role of leaders seems to be affect women's leadership in organizations. The three women who lead in the HMPKn organization, they carry out social transformation, namely by occupying strategic positions in an organization, the initial path of women in HMPKn shows their existence, namely during the musma (student deliberation) by becoming candidates at the time of the general chairman election. The way to liberate women leaders in Hmpkn to show their existence is for women to free themselves from the stigma given to them. One of the stigmas that is often labeled is that women are not good if they go out at night when there are activities in the organization. However, this view has begun to be eliminated by

the female leader at HMPKn by rejecting these labels. In an effort to show their existence in society, women carry out various forms of resistance by refusing to become a pattern formed by society or become something different (Setya, 2023).

The strategies carried out by women leaders at HMPKn FKIP UNMUL to overcome these challenges include using flexible communication through chat to stay connected and accompanying even when they are not in person in person, committing to real evidence by proving not only promises with words, with the intention of overcoming stereotypes and stigmas against women as leaders. In addition, as leaders, they always provide equal opportunities to all their members regardless of gender in organizational activities. Finally, try to be a good example for other members by setting their example through their actions, attitudes and the way they make decisions.

CONCLUSION

The existence of female leaders, especially in terms of organizations such as HMPKn, marks a change in traditional dynamics. The leadership of a female leader in HMPKn not only plays an important role in the management of the organization and the guidance of its members, but also becomes a practice of the possible existence of women in leadership positions that were previously dominated by men. The role of women leaders proves that women have the same ability to be good leaders. Although often faced with negative views, such as the assumption that women are not good at leading, HMPKn women leaders use various ways to overcome these obstacles. They strive to create an inclusive environment, give members full attention, and set an example for other members by setting an example through actions. Thus, the existence of women leaders in HMPKn not only proves that women are able to take part in leadership roles well, but also encourage changes in societal stigma about women's roles and abilities in leading.

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