

Web-Based Information System Analysis Of DIY Women's Career Success Facing COVID-19

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Abstract

Every human being must be good at managing time and activities based on the priority scale of work, especially for women who have dual roles as housewives and career women. At this time the opportunity for women to have a career is open and the same as that of men, there have been many women occupying equal positions with men, both as workers and at the leadership level. The data collection technique used a questionnaire. This study analyzes the data using multiple regression analysis techniques in order to see whether there is any influence between the independent variables and the dependent variable. Data processing uses the latest version of the SPSS program for windows, which is an application program that has high statistical analysis capabilities and a data management system in a graphical environment using descriptive menus and dialog boxes. The software that supports this application is Adobe Flash CS3, Action script, and Dreamweaver. The system development methodology used is multimedia with the stages of concept, design, material collecting, assembly, testing. This application aims to be used as a medium of information and learning for people and users who need this information system effectively and efficiently because all data is processed accurately. The results showed that competence, personal relationships, hard work, and noble values had a positive effect on women's career success, while time management had a negative effect on the success of career women. It was evident that the competency variable was the variable that had the dominant influence on women's career success. $R = 0.534$, meaning that there is a relationship between time management, hard work, noble values, competence, and personal relationships to women's career success. R Square 0.285, meaning that time management, hard work, noble values, competence, and personal relationships have an influence on women's career success by 0.285 or 28.5%, and the rest is influenced by other factors of 0.715 or 71.5%.

Keywords: Web, Multimedia, Multiple Linear Regression, SPSS.



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I. INTRODUCTION

Every human being must be good at managing time and activities based on the priority scale of work, especially for women who have dual roles as housewives and as career women. Traditional society considers the role of women as singular as housewives including looking after and

educating children, so it is not surprising that the wife is taking care of the housework and educating the children at home. When a mother acts as a housewife and works to earn a living is considered less common, earning a living is considered a man's duty. In line with the times and the advancement of education, women have the opportunity to pursue higher levels. This condition is the beginning of the emergence of women breadwinners. And the dual role of women arises, many predicates are given to women, especially with the nickname of career women for those who succeed to a higher level such as female managers. At this time the opportunity for women to have a career is open and the same as that of men, there have been many women occupying positions equal to men, both as workers and at the leadership level.

II. LITERATURE REVIEW

II.1. Time Management.

According to (Jack Ferner,2018) time management is the efficient use of time resources to effectively achieve personal goals. There are five rules for creating effective time management (Clegg Brian,2016).

II.2. Hard Work.

Success does not fall from the sky (Sutoyo Agus,2015).

II.3. Competence

The basic concept of competence originates from the individual concept which aims (Hutapea Parulian et al,2018).

II.4. Personal Relationships

Effective interpersonal relationships in groups (As'ad M,2018).

II.5. Women's career success

Kartini strives to teach and educate women solely for the sake of awakening the thinking of her people (Tinaprilla Netti, 2017). Based on Dr. Herien, it turns out that nowadays there is a tendency that successful children come from successful families as well.

II.6. Great Value

Noble value means holding the truth. Truth can be taught (Sanborn Mark,2019).

II.7. SPSS

SPSS 12 for Windows is an application program that has statistical analysis capabilities (Sulaiman Wahid, 2016).

II.8. Linear Regression

The least-squares method is the most important approach in the world of engineering for regression and. analysis of measurement error (Sulaiman Wahid, 2016).

II.9. Multiple Linear Regression

The model:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_k X_k$$

Where :

Y = dependent variable; X_i = independent variable ($i = 1, 2, 3, \dots, k$); β_0 = intercept;
 β_i = regression coefficient ($i = 1, 2, 3, \dots, k$)

The predictor model is :

$$Y = b_0 + b_1X_1 + b_2X_2 + \dots + b_kX_k$$

II.10. Literature Review

The profile and motivation of career woman entrepreneurs in Yogyakarta have higher needs for affiliation and dominance (Indarti and Wulandaru, 2018). The results show that there is a positive and significant relationship between leadership and work (Suradi, 2018). The determinants of a career woman's success are determined by internal and external factors (Chrysanti H,2015).

II.11. Hypothesis Development

It is suspected that time management, hard work, noble values, competence, and personal relationships all influence women's career success.

II.12. Research Objectives

Analyzing the influence of time management, hard work, noble values, competence, personal relationships on women's career success. And

II. 13. Benefits of Research

For researchers, it is hoped that this research can become a reference for further research, especially those related to time management, hard work, competence, personal relationships to women's career success.

III. RESEARCH METHODOLOGY

III.1. Research Subjects.

The subjects of this research are career women who work in the field of information technology in public and private institutions in Yogyakarta.

III.2. Types of Research.

Survey research is research conducted on large or small populations, but the data studied are from samples taken from that population (Sugiyono,2019).

III.3. Population

The population is what group is interested in the study, namely the group that will be subjected to or treated with the results of the study (Sigit S,2019).

III.4. Sample

A sample is a part or number of certain samples taken from a population and examined in detail, or is a miniature of the population and examined in detail, or is a miniature of the population 240 sample data (Santoso and Tjiptono,2017).

III.4.1. Sampling Method

Purposive sampling is used because the researcher views that only certain individuals can represent because those selected to be sampled are career women private institutions in Yogyakarta.

III.4.2. Determination Total Sample

If the analysis technique used is a regression or correlation technique, then the sample that can be taken is at least 40 cases (Mantr, Kastro, Singarimbun &Effendi,2017).

III.5. Data collection technique

The data collection techniques used were: a questionnaire, namely the technique of collecting data by providing a questionnaire respondent.

III.6. Measurement Scale

Measurement of variables in this study using the Linkert scale. (Indriantoro and Supomo, 2019).

III.7. Type of Data

Primary data is a source of research data obtained directly from the original source (Indriantoro and Supomo, 2019).

III.8. Operational Definition of Variables

The operational definition of a variable is the determination of constructs with various values (Indriantoro and Supomo, 2019).

III.9. Validity and Reliability Test.

Table 4.1 Research Variables

Variable	Indicator	Source
TimeManagement	1. I attending artisan 2. I following religious activities 3. I visitingFamily 4. I social events	KamardyArief (2019)
hard work	1. I resilient 2. I steadfast 3. I userFriendly	Crysanti (2019)
great value	1. I honest 2. I loyal	Crysanti (2019)
Competence	1. I good job 2. I complete work 3. I make wise decisions	Crysanti (2019)
personal relationships	1. I good family 2. I goodCo-workers 3. I good with relationships	Crysanti (2019)
TheSuccessCareerWom an	1. I strategic position 2. I work productivity 3. I good ImageSociety	Crysanti (2019)

II.10. Validity and Reliability Test Results

a. Validity test

Table 4. 2 Time management

QuestionItem	ProductMoment(proxy)	Significant	Information
MW1	0,747	0,000	Valid
MW2	0,691	0,000	Valid
MW3	0,694	0,000	Valid
MW4	0,633	0,000	Valid

Tabel 4.3 Hard work

QuestionItem	ProductMoment(proxy)	Significant	Information
KK1	0,877	0,000	Valid
KK2	0,846	0,000	Valid
KK3	0,788	0,000	Valid

Tabel 4.4 Great Value

QuestionItem	ProductMoment(proxy)	Significant	Information
NL1	0,876	0,000	Valid
NL2	0,838	0,000	Valid

Tabel 4.5 Competence

QuestionItem	ProductMoment(proxy)	Significant	Information
KPTS1	0,626	0,000	Valid
KPTS2	0,729	0,000	Valid
KPTS3	0,743	0,000	Valid

Tabel 4.6 Personal Relationship

QuestionItem	ProductMoment(proxy)	Significant	Information
HP1	0,773	0,000	Valid
HP2	0,767	0,000	Valid
HP3	0,758	0,000	Valid

Tabel 4.7 Career Women Success

QuestionItem	ProductMoment(proxy)	Significant	Information
KWK1	0,765	0,000	Valid
KWK2	0,745	0,000	Valid
KWK3	0,723	0,000	Valid

The results of the validity test using the SPSS 12.0 variable have a significance level of less than 0.05.

b. Uji Reliability

Reliability shows a test can be said to be a high level of confidence if the test can give the right results (Suharsimi Arikunto, 2019). The condition for an instrument is said to be reliable if the price of r1 is greater than 0.5. So in this study, instrument reliability testing was carried out using the Cronbach alpha formula (Azwar, 2015).

Tabel 4.8 Variable Reliability

Variable	Coefficient Reliability (Alpha)	Information	Variable
X1	0,678	Reliable	X1
X2	0,786	Reliable	X2
X3	0,637	Reliable	X3
X4	0,682	Reliable	X4
X5	0,647	Reliable	X5
Y	0,609	Reliable	Y

The results of the reliability test using the SPSS for all research variables is more than 0.50 and reliable.

III. 11. Data Analysis

III.11.1. Multiple Regression Analysis

This study uses multiple regression analysis techniques with the aim of seeing whether there is any influence between the independent variables and the dependent variable (Sugiyono, 2019: 210). In general, the multiple linear regression used is formulated as follows.

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + b_4 X_4 + b_5 X_5 + e$$

Keterangan : Y = Women's career success, X1 = Time, X2 = Hard work, X3 = Great Value, X4 = Competence, X5 = Personal relationship, a = Constant, b = Regression coefficient, e = Error term (residual).

IV. FINDING AND DISCUSSION

IV.1. Research Result

IV.1.1. Descriptive Analysis

The results of the exposure to the identities of 240 career female respondents are as follows:

IV.1.2. Respondent characteristics

Below is presented the characteristics of respondents based on address, age, latest education, occupation, marital status, employment agency.

IV.1.2.1. Respondent characteristics based on address

Respondents' descriptions by address are presented in the following table.

Tabel 5.1 Respondent description based on address.

No	Address	Total	Percent
1	Bantul	24	10,0
2	Kulon Progo	1	0,4
3	Sleman	88	36,7
4	Yogyakarta	127	52,9
	Total	240	100,0

IV.1.2.2. Characteristics of respondents based on age

The descriptions of respondents by age are presented in the following table.

Tabel 5.2 Respondent description based on age.

No	Age	Total	Percent
1	22	1	0,4
2	23	1	0,4
3	24	4	1,7
4	25	34	14,2
5	26	23	9,6
6	27	23	9,6
7	28	19	7,9
8	29	12	5,0
9	30	14	5,8
10	31	7	2,9
11	32	11	4,6
12	33	19	7,9
13	34	7	2,9
14	35	14	5,8
15	36	13	5,4
16	37	3	1,3
17	38	6	2,5
18	39	2	0,8
19	40	3	1,3
20	41	5	2,1
21	42	9	3,8
22	43	4	1,7
23	44	1	0,4
24	45	1	0,4
25	47	1	0,4
26	48	2	0,8
27	49	1	0,4
	Total	240	100,0

IV.1.2.3. Characteristics of respondents based on last education

Descriptions of respondents based on the latter are presented in the following table:

Tabel 5.3 Respondent's description based on the last education.

No	Study	Total	Percent
1	D3	0	0
2	S1	169	70,4
3	S2	71	29,6
4.	S3	0	0

IV.1.2.4. Respondent characteristics based on occupation

The descriptions of respondents based on are presented in the following table:

Tabel 5.4 Respondent's description by occupation

No	Profession	Total	Percent
1	administer	2	0,8
2	AdminSoftware	1	0,4
3	software developer	15	6,3
4	Game Developer	1	0,4
5	ConsultantSystem	9	3,8
6	database administrator	62	25,8
7	Programmer	12	5,0
8	consultant	24	10,0
9	ITResearch System	11	4,6
10	Computer Network	1	0,4
11	network administrator	19	7,9
12	Programmer web	37	15,4
13	AnalystProgram	8	3,3
14	WebEngineer	24	10,0
15	analyze data	3	1,3
16	TechnopreneurIT	1	0,4
17	developer	1	0,4
18	web administrator	3	1,3
19	Webdesign	3	1,3
20	WebEngineer	3	1,3
	Total	240	100,0

IV.1.2.5. Characteristics of respondents based on marital status

Descriptions of respondents based on marriage are presented in the following table:

Tabel 5.5 Respondent description based on marital status.

No	Statute	Total	Percent
1	Not Married	60	25,0
2	Married	180	75,0
	Total	240	100

IV.1.2.6. Characteristics of respondents based on work agency

The descriptions of respondents by the agency are presented in the following table:

Table 5.6 Descriptions of respondents based on work agencies

No	University	Total	Percent
1	SBSI	1	0,4
2	AKAKOM	37	15,4
3	AKINO	5	2,1
4	STIKESRESPATI	1	0,4
5	AKPRIND	4	0,4
6	AMIKOM	9	3,8
7	ATMAJAYA	35	14,6
8	ISTAKPRIND	1	0,4
9	MERCUBUANA	4	1,7
10	STIEYKPN	3	1,3
11	SURYA GLOBAL	9	3,8
12	AUD	26	10,8
13	UGM	15	6,3
14	UII	13	5,4
15	UIN	15	5,8
16	UKDW	11	4,6
17	UMY	11	4,6
18	UNY	13	5,4
19	UPN	5	2,1
20	DUTY	21	8,8
21	STIEYKPN	2	0,8
	Total	240	100,0

IV.2. Variable Description

IV.2.1. Time Management

Table 5.7 Description of Time Management Variables

Skor	TSS	TS	S	SS	Total
Indikator	1	2	3	4	Total
MW1	0	32	178	30	240
MW2	0	7	123	110	240
MW3	0	0	122	118	240
MW4	0	12	178	50	240

Career women stated that they could provide time for MW1. The majority responded agreed by 178 people.

IV.2.2. Hard work

Tabel 5.8 Hard Work Variables

Skor	TSS	TS	S	SS	Total
Indikator	1	2	3	3	
KK1	0	4	162	74	240
KK2	0	14	165	61	240
KK3	0	4	158	78	240

Career women stated that they were resilient at work (KK1), the majority responded agreed by 162 people.

IV.2.3. Great value

Tabel 5.9 Deskripsi Variabel Nilai Luhur

Skor	TSS	TS	S	SS	Total
Indikator	1	2	3	4	
NL1	0	3	145	92	240
NL2	0	78	92	66	240

Career women the majority responded agreed by 170 people.

IV.2.4. Competence

Tabel 5.10 Competency Variable Description

Skor	TSS	TS	S	SS	Total
Indikator	1	2	3	4	
KPTS1	0	4	174	62	240
KPTS2	0	16	169	55	240
KPTS3	0	11	180	49	240

Career women the majority responded agreed by 180 people.

IV.2.5. Personal relationship

Tabel 5.11 Personal Variable Description

Skor	TSS	TS	S	SS	Total
Indikator	1	2	3	4	
HP1	0	8	123	109	240
HP2	0	5	165	70	240
HP3	0	9	173	58	240

Career women the majority responded agreed by 173 people.

IV.2.6. Successful career woman

Tabel 5.12 Variable of Career Women's Success

Skor	TSS	TS	S	SS	Total
Indikator	1	2	3	4	
KWK1	0	30	167	43	240
KWK2	0	12	170	58	240
KWK3	0	9	180	51	240

Career women the majority responded agreed by 180 people.

IV.2. Quantitative Analysis.

The quantitative analysis used in this research is regression analysis.

IV.2.1. Regression analysis.

From the data analysis in the appendix, the following results can be obtained

R = 0,534, R Square = 0,28, F sig. = 0,000.

Thus the following model is obtained: R = 0,534, this means that there is a relationship between time management, hard work, noble values, competence, and a personal relationship with women's career success R Square 0,285, it means that time management, hard work, noble values, competence, and personal relationships to women's career success are 0.285 and the rest is influenced by other factors as large as 0,715

IV.2.2. Hypothesis test.

The significant value of F is 0.000 < 0.05, so Ho is rejected, there is a joint influence on the variables of hard work, noble values, competence, and personal relationships on women's career success except time management.

The regression coefficient on the personal relationship variable (X5) is 0.158 indicating that personal relationships have a positive influence on the success of career women (Y). If good personal relationships lead to career woman success (Y). Conversely, if you do not have a good personal relationship (X5), the likelihood of success for career women will not be achieved (Y).

The hypotheses follow:

- H1: Time management.
- H2: hard work.
- H3: noble values
- H4: competence.
- H5: personal relationships.

If the probability t-statistic < Level of Significance = 0.05,

Then Ho is rejected, meaning that there is a significant influence between the independent variable on the dependent variable. The results showed the level of significance of personal relationships < 0.05, so Ho was rejected, meaning that personal relationships had a significant effect on the success of career women.

The second hypothesis that most dominantly affects the success of career women is competency, which betas show a number of 0.342.

IV.3. DISCUSSION

Hypothesis testing shows that time management, hard work, noble values, competence, personal relationships together affect women's career success, except that time management, hard work, noble values do not partially affect women's career success. The dominant competency variable determines the career success of women. Time management does not affect the success of a woman's career because if she has too much time to participate in a social gathering, religious activities, and visits to the family, the time for doing work in the office is very limited. Hard work does not affect a woman's career success because even though she is tenacious, steadfast, and warm-hearted if the atmosphere and work environment are not supportive, the success of a woman's career cannot be achieved. Noble values do not affect women's career success because honesty, loyalty, and loyalty at work cannot affect women's career success if they are not supported by healthy and good personal relationships and competence factors.

a. Competence

Competence begins with an individual concept that aims.

b. Personal Relationships

Effective interpersonal relationships in groups: Dependence on leaders.

c. Conflict between members

After each member gets to know the field of work well.

d. Cohesion, mutual attraction

If the various conflicts that exist can be resolved properly and are considered as a natural thing.

e. Dependent on each other

If a group can develop to this stage, it will be truly effective.

f. Teamwork

Group success does not depend on individuals.

g. Why do you need a team?

It can create extraordinarily strong human resources.

h. Team life cycle

The life of a work team experiences a normal cycle and group cycle.

i. Storming or chaos

At this stage, chaos begins to emerge due to different values, opinions, ways of working.

j. Norming or normal situation after the chaos

Start growing awareness to work together and avoid destroying the work unit or group.

k. Reliable team performance or rebuilding

If a team effective can reach this stage then is the pinnacle of success.

l. Women's career success

The translators who err on the part of Kartini's struggle as the emancipation of Indonesian women can be seen in one passage of Kartini's letter: "

m. Implementation Programs

Wanita-Wanita Karir di Daerah Bantul



Figure1. Women's Career in District Bantul DIY.

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  <body class="post-template-default single single-post postid-80 single
  format-standard logged-in admin-bar no-customize-support wp-embed-
  responsive customizer-styles-applied singular image-filters-enabled hide
  homepage-title highlander-enabled highlander-light">
    <div id="wpadminbar" class="nojq ltr">...</div>
    <script type="text/javascript">...</script>
    <div class="wpcom-bubble action-bubble">...</div>
    <script type="text/javascript">...</script>
    <div id="page" class="site">...</div>
    <i-- #page -->
    <i-- -->
    <script type="text/javascript">...</script>
  <script src="//0.gravatar.com/js/profiles.js?v=2020030v" id=
  html body script
  Styles Computed Event Listeners DOM Breakpoints Properties Accessibility
  Filter
  element.style {
  }
  *, *:before, *:after {
    box-sizing: inherit;
  }
  *, *:before, *:after {
  }
```

V.CONCLUSION AND FURTHER RESEARCH

V.1. Conclusion

Based on the results of research and discussion, it can be concluded that: Competence, personal relationships, hard work, and noble values positively affect women's career success while time management has a negative effect on the success of career women. It is proven that competency variables are the dominant influence on women's career success.

V.2. Suggestion

Because the R square of 0.285 is suggested, the next researcher adds the variables that have been studied by the researcher so that the results are more comprehensive. And data processing other than SPSS can use the EVIEWS and R.COMENDER programs.

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