

## Productivity to IT Woman Employees: The Roles of Perceived Organizational Support

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**ABSTRACT:** This study aims to examine empirically the effect of perceived organizational support on work productivity to IT woman employees. This study uses a quantitative method, data collection form questionnaire containing demographic data, scale perceived organizational support with an alpha value of 0.97 and work productivity scale with an alpha value of 0.942. The sampling technique uses purposive sampling. Respondents of this study were 73 IT woman employees. The data analysis technique in this study used regression analysis tests. The results showed that there was an effect of perceived organizational support on work productivity to IT woman employees at 16.6% and the residual is influenced by other factors.

**KEYWORDS:** *Perceived organizational support, work productivity, IT woman employees.*

### I. INTRODUCTION

In the current era of globalization, the involvement of men and women in the world of work is a matter of course. This is confirmed by the guarantee stated in the constitution of 1945: "Every citizen has the right to work and protection that is appropriate for humanity". The guarantee provides an opportunity to all citizens to participate in development without discrimination, so that both men and women have the right to get jobs and get protection. Juridically, Article 5 of Law Number 13 Year 2003 about employment also provides protection by stating that: "Every workforce has the same opportunity without discrimination to get a job". The provisions opportunities for women to enter all sectors of employment, provided that the woman is willing and able to do the work.

The issue of male and female career differences is an interesting phenomenon to study. One that can be seen clearly the career differences of men and women in the world of information technology. Several studies have shown that women who choose to enter this field are still very few if compared with men. Data from BPS (2011), shows that there are differences between man and woman IT workers. IT workers who are permanent workers for man are 56.70% while women are 21.21%. In addition, IT workers with contract status for man were 15.37% while woman were 6.72%. From these data, there is a significant difference between the number of man and woman IT workers. However, based on these data it cannot be concluded that this is due to the lack of opportunities for woman to develop their careers in the information technology field because this might be related to the stereotypes about the profession in the field of industrial technology.

Gender patterns in the world of the information technology industry are very unbalanced. Woman are not significantly represented in the information technology industry, especially for high-level positions. In some cases, some cultural stereotypes have helped to frame the world of information technology. This cultural stereotype helps support what is generally considered a masculine perspective or culture, which dominates organizations throughout the information technology environment and academic community [1]. In addition, male superiority in the world of technology, dominated by men is also considered to affect woman's participation in the information technology industry [1].

Some of the above descriptions converge on a topic of problems that often occur of information technology workers which is related to gender equality. Gender equality between men and women, is a concept that all human beings are free to develop their personal abilities and make choices without limitation stereotypes. Gender equality means assuming and recognizing similarities in behavior, aspirations and needs. However this does not make women and men the same, but the rights of responsibility and opportunity will not depend on whether they are born male or female (ILO, 2000). The ILO's Global Employment Trends (2003) reports that women still have low participation rates in the world of work, have high unemployment rates, and very poor salaries when compared to men. Generally female employees can work multi-tasking, but in these situations women's emotions and feelings start working [2]. If these two things are not controlled, female employees are not able to display optimal performance in the organization and will affect work productivity.

High work productivity is an expectation for every organization. In general, organizations always want to increase the work productivity of their employees to accelerate the achievement of organizational goals [3]. In productivity assessment, not only see how many results are obtained, but also the quality produced by the employee. Work productivity can be assessed from what is done by these workers in their work, or how someone does a job [4].

There is research on matters that can affect work productivity, one of which is done by [5], the results of these studies show that perceived organizational support has a significant effect on increasing work productivity. Perceived organizational support is an important thing that must be felt by employees regarding their organization. Perceived organizational support is the employee's perception of the organization regarding the extent to which the organization respects contributions and cares about their welfare [6]. Organizations generally provide positive forms of support that benefit employees. The support provided can lead to employee perceptions of the organization. Employees with a high level of perceived organizational support will be more maximal at work. This work performance can support the achievement of organizational success. Similar research was conducted by [7], the study also showed that perceived organizational support had an influence on employee work productivity. Based on the description of the above problems, researchers are interested in seeing how much influence perceived organizational support has on the productivity of work in the field of information technology.

## II. RESEARCH METHOD

The criteria of respondents in this study were 73 woman workers, working in the field of information technology. Data collection techniques in this study used a questionnaire as a data collection tool.

Work productivity in this study was measured through self-assessment using a scale adapted from Endicott work productivity scale [8], with a reliability value of 0.93. The perceived organizational support in this study will be measured using a scale adapted from the survey of perceived organizational support (SPOS) [9], with a scale reliability value of 0.97.

The data analysis technique used in this study is regression analysis. Regression analysis can be used to see whether or not there is influence, and how much influence perceived organizational support for work productivity.

## III. RESULTS AND DISCUSSION

The results of analysis regression perceived organizational support to work productivity, the significance coefficient was obtained for 0,000 ( $p \leq 0,50$ ). Based on the results, there is a very significant influence between perceived organizational support on work productivity to IT woman employees.

The regression test results obtained values *R square* 0,166 (16,6%), this shows that the perceived organization support has an effect 16,6% to work productivity to IT woman employees, while others 83,4% influenced by other factors outside of research.

### Perceived Organizational Support to Work Productivity

Sig	R Square
0,000	0,166

Based on the effect of analysis regression perceived organizational support on work productivity, the significance coefficient was obtained for 0,000 ( $p \leq 0,50$ ). Based on the results, there is a very significant influence between perceived organizational support on work productivity to IT woman employees. The regression test results obtained values *R square* 0,166 (16,6%), this shows that the perceived organization support has an effect 16,6% on work productivity to IT woman employees, while others 83,4% influenced by other factors outside of research. These results are in accordance with the research, which states that perceived organizational support has a significant effect on increasing work productivity, which means that the higher perceived organizational support, the higher the work productivity of the individual [5]. Perceived organizational support is the employee's perception of the organization, regarding the extent to which organizations value contributions and care about their well-being [6]. with the perceived organizational support, employees will feel a good relationship with their organization, so that in the end it will lead to a reciprocal relationship between the organization and its employees. Employees with a high level of perceived organizational support, will be more maximal in doing work [7].

The results of the empirical test on the demographic data of respondents, it is known that respondents who have experienced increases in position have higher work productivity when compared to respondents who have never experienced a promotion.

**Description of respondent's data based on promotion.**

Promotion	F	%	SE	MeanEmpirik	
				POS	WP
Yes	13	17,81	24,84	74,92	78,15
No	60	82,19	21,73	72,6	77,81

Promotion will make a worker feel proud if the company experiences rapid progress, especially until famous in the eyes of the public. This is also the pride of the worker for his work. pride is also an advantage for the company, because directly or not, the worker brought the company promotion and maintained the company's image to remain good in the eyes of the people. And this promotion is one of the factors that affect work productivity[10].

The results of empirical tests on the demographics of respondents, It is known that respondents who do not have other activities outside working hours have higher work productivity compared to respondents who have activities.

**Description of respondents' data based on other activities carried out outside working hours.**

Do Other Activities	F	%	SE	MeanEmpirik	
				POS	WP
Yes	22	30,14	22,05	73,73	78,77
No	51	69,86	22,39	72,71	75,78

Generally woman employees can work multitasking, but many of the woman employees do other activities, so the work becomes unfocused and affects work productivity[2]. The results of empirical tests on the demographic data of respondents, it is known that respondents have income in one month > 7 million have higher work productivity compared to other respondents.

**Description of respondents' data based on income in one month.**

Income	F	%	SE	MeanEmpirik	
				POS	WP
< 3,5 million	13	17,81	20,92	70,23	76,76
3,5 Jt -7 million	49	67,12	22,06	73,77	75,71
> 7 million	11	15,07	24,90	72,9	78,81

The salary obtained by the respondent is one of the parameters of the respondent's economic status. And this, according to the statement [11], that socio-economic status can affect self-esteem, which in turn can affect the respondent's work productivity. Furthermore, with the fulfillment of a good salary, a sense of sufficiency to meet the needs of life for both himself and for his family will be increasingly felt, so there is a sense of reciprocity[10].

**IV. CONCLUSION AND SUGGESTIONS**

The results of analysis regression perceived organizational support on work productivity, the significance coefficient was obtained for 0,000 ( $p \leq 0,50$ ). Based on the results, there is a very significant influence between perceived organizational support on work productivity to IT woman employees.

The regression test results obtained values *R square* 0,166 (16,6%), this shows that the perceived organization support has an effect 16,6% on work productivity to IT woman employees, while others 83,4% influenced by other factors outside of research.

The researcher hopes that companies can be wiser in addressing gender equality in the workplace, so that IT employees feel valued and given opportunities, which in turn can influence the increase in employee productivity, in order to achieve company goals.

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