

Every human being must be smart in managing time and activities based on the priority scale of work, especially for women who have dual roles as housewives and career women when facing the Covid19 pandemic. The data collection technique used questionnaire. In analyzing the data, this study uses multiple regression analysis techniques in order to see whether there is any influence between the independent variables and the dependent variable. The data processing uses the latest version of the SPSS program for windows. Software that supports this application is PHP Mysql, Adobe Flash CS3, Action script and Dreamweaver CS3. The system development methodology used is multimedia with the stages of concept, design, material collecting, manufacturing, testing. The results showed $R = 0.534$, 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%.



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Artificial Intelligence & Smart City Application Womens Career Success



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ARTIFICIAL INTELLIGENCE & SMART CITY APPLICATION WOMENS CAREER SUCCESS

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Abstract

Every human being must be smart in managing time and activities based on the priority scale of work, especially for women who have dual roles as housewives and career women. When facing the Covid-19 pandemic, when new normal conditions are a good opportunity for women to have careers that are open and the same as men, many women have held positions equal to men, both as workers and at the leadership level.

The data collection technique used a questionnaire. In analyzing the data, this study uses multiple regression analysis techniques in order to see whether there is any influence between the independent variables and the dependent variable. The 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. Software that supports this application is PhP Mysql, Adobe Flash CS3, Action script and Dreamweaver CS3. The system development methodology used is multimedia with the stages of concept (concept), design (design), material collection (material collecting), manufacturing (assembly), testing (testing).

This application artificial intelligence smart city case study application and implementation of career success analysis of Indonesian country women in the special

region of Yogyakarta during covid-19 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 proven 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: Artificial Intelligence, Smart City, Linear Regression, Multimedia.

CHAPTER I. INTRODUCTION

1.1. Background Problems.

Every human being must be smart about managing time and activity based on the scale of his work priorities, especially for women who have dual roles as housewives and as career women.

Traditional society considers the role of women to be single as housewives, including looking after and educating children, so it is no surprise that wives are taking care of homework and educating children at home. If a mother acts as a house wife and works for a living is considered less prevalent, making a living is considered a male duty. In line with the development of the times and the advancement of education, women also get the opportunity to go to higher levels. This condition is the beginning of the emergence of breadwinner women. And there are dual female roles, many of which are given to women especially with career women nicknames for successful to a higher level such as female managers. In urban areas there are many career women with a wide variety of activities. Women work in the hope of supporting the family life, for example the husband's income is less to meet the family life, in which case the wife can help ease the burden of the husband.

At this time the opportunity for women to have careers is open and equal to men, many women have held positions equal to men, both as workers and at the leadership level.

In general women's motivation for work is largely limited by social and psychological factors. In this case the social factor is the public view of career women. And psychological factors include the desire to develop his personality and knowledge and abilities.

Women who have a position as a leader, either in the company or intansi must certainly have certain requirements and criteria that allow women to obtain the position.

The results of the study conducted by WMBO (Women Managers in Business Organization) stated that the average woman uses a personal approach to subordinates. Thus the task of approaching in that way proved more effective, this approach was based on mutual respect for each other.

The role of women is increasingly advanced as it is today, not causing problems in both the work environment and the family and community environment. The presence of female roles will cause problems, if its success is not obtained by way of not fairness, through the softness of the attractiveness of women, can give rise to less good images of the woman concerned either than her fellow women or male colleagues. In addition, the increasingly competitive role of women will obviously open up new competition with men in employment so that such problems can be avoided.

The problems that arise in the family are mainly the psychological effects for children of the inner relationship between mother and child, shifting the pattern of foster care from mother to maid or baby sister. This negative effect is a risk faced by career women, and will be increasingly felt in women occupying leadership positions. With his responsibilities the greater the time will be, as a consequence of the positions and duties he is charged with. The results of WMBO's research on female managers in Indonesia, show that an average of 60% of their time is for the company. The remaining 40% is allocated for family relations, homework, community and family activities, education and recreation.

In addition to having an impact on the psychological of the child, the presence of a woman's role will give rise to career motivation not just to help the husband make a living. The more fatal consequences of a wife's career soar, while the husband's career does not develop so that there is a gap so that the husband becomes a minder. In this case the negative

effects on women's careers would be avoidable if the woman was able to be a good and thoughtful manager. Both in the division of time between career and family, and knowing to make a touch of his family. The touch on the family is not on the quantity of scheduled meetings, but most importantly the woman knows the specific momentum that is happening to her family. For the sake of her family it is not covered the possibility that a career woman will cancel her business. This means that at the right times, career women must understand their family dynamics such as family members' birthdays, spend time guiding the child in learning as a husband's companion in certain events and others.

Another problem faced is that society's views are sometimes less favorable to female managers. Often because of the duties and positions of a career woman must negotiate or work somewhere away from the family or have to visit certain places that are ultimately considered poor by some communities. In this case generally the view of people in big cities is more tolerant than people in small towns. This view is not separated from the relatively advanced level of education and greater opportunity to obtain information, the development of science and culture both from home and abroad.

In general the role of female manager of the management concentration in the future is undoubtedly. The open ity of equal opportunities and opportunities between women and men allows female managers to play an optimal role in balancing their abilities and potential for the advancement of the company and its career. The support and tolerance of the work environment, community and family is very supportive for the female manager in her duties and roles.

The opportunity to occupy the position of manager is getting bigger, but in accordance with the nature of her femininity the role is currently generally limited to non-strategic positions. Actually the position of a female manager in an organization can be likened as a goalkeeper who doubles as captain in the eleventh must be absolutely there, but

the territory is limited because it has a great responsibility to keep the goal from being scored by the opponent.

But one thing that should not be forgotten is the dual role that her feminine instincts and nature should not be lost, because of the loss of feminine instincts and nature when a woman's career at once shows her lack of respect for time that is invaluable to the family.

Motivational work and key factors of success.

Husbands who earn enough, for respondents the main reason women to work are not economic considerations, but more a self-actualization. They work for the satisfaction of achieving, or because of the need to be recognized. Among women entrepreneurs and entrepreneurs the urge to make their own money is quite important.

Society is a prominent motivation.

The key factor in the success of these manager women can basically be grouped into two, namely those from the inside and from the outside. The factors from within that stand out here are hard work, followed by personal traits (tenacity, steadfastness, hospitality), noble values (honesty, loyalty), and consistence. These things consistently come out of all groups of respondents. Meanwhile, factors from outside the opinions of the three groups of respondents are not always in line. Networks built through personal, family, school, friends or profession relationships are agreed upon by all three groups of respondents as the main factors. Interestingly, husband support is considered very important by corporate managers as well as entrepreneurs, but apparently not the highest weight among managers in non-profit organizations, turns out to be more concerned with educational background. Employer support is important for corporate managers and non-profit organizations, while entrepreneurs see opportunities such as "a good market for the products or services they

produce, financial resources", as other factors that underpin their success". Luck or good fortune is also mentioned by about 40% of respondents in business organizations and entrepreneurs, but it is not revealed further in this study whether this statement is due to the humility factor of Indonesian women, or some kind of expression of religious attitudes that believe that "the fate of man is in the hands of God".

Constraints

Various obstacles in career development are felt by about half of respondents, and the majority of them generally feel unable to overcome these constraints solely by their own efforts. They also realize that this can come from within, can be from a work environment, or outside the work environment.

Managers in both business and nonprofit organizations feel that in the work environment their main obstacle is the opportunity to advance and *sex discrimination*. It's actually a very common problem, even in developed countries like America. In many companies, women, especially executives, still face obstacles, such as archaic prejudice or resistance (*e.g. mythos lady supervisor means trouble*). For respondents *the glass ceiling* is a very relevant issue, even they have to work much harder than their male counterparts to achieve the same position. On the other hand, perhaps because it is not uncommon in the social values order in our country, entrepreneurs face obstacles that there are still many men who are reluctant to work under a woman.

An obstacle from outside the work environment is the lack of time for family affairs, which may still be somewhat easily overcome by various efforts. What is more onerous is gossip, and especially for entrepreneurs is a situation that sometimes forces them to sacrifice the usual moral and ethical values for the success of their company. Indeed, in her role as a member of a society, women working on their own cannot escape the views of the

surrounding community. In line with this, society usually follows working women, let alone successful, with magnifying glasses, and immediately judges whether or not they are appropriate based on their values.

1.2. Problem Formulation

1. Does time management, hard work, sublime values, competence, personal relationships affect women's career success.
2. Whether the dominant competency variable determines a woman's career success.

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CHAPTER II. LIBRARY OVERVIEW

2.1. Time Management.

According to Jack Ferner (1980), time management is the efficient use of time resources to effectively achieve personal goals. Time management aims to use as efficiently as possible time resources, then use them to achieve personal goals.

There are ten rules for create effective time management as follows:

a. Concentrate and do one job at a specific time

The first rule to understand is to concentrate and do one task or job at only one particular time. The point is that doing two jobs at a time will only keep yourself out of focus on the job, which in the end the two jobs are not done properly.

Doing tasks while simply producing un quality work will not be maximal in devoting energy and that will inevitably experience a high level of stress. Concentrating on two jobs will only create haste and haste because basically man will work effectively if his entire attention is only devoted to one job at a time.

Logically, doing work simultaneously in the short term does save time, but for the long term it is very unprofitable. Quality work will never be produced if the habit of doing two tasks simultaneously is still done. Doing one job at a time is an effective habit. If you want to understand ineffective habits, try to answer the statements below :

- a. I love reading over dinner.
- b. I can receive a phone while cooking my breakfast.
- c. I'm used to makeup, shaving moustaches, combing my hair while driving.

- d. I used to wear a tie while receiving a call.
- e. I like to do office tasks chat with colleagues.
- f. I love having lunch while watching television.

If you answer all of the above statements with a (Yes) answer, you are an ineffective working person. It is best to change the habit immediately, slowly.

b. Make priority in activities

Before doing all the work it's a good idea to create a priority list along with the time it takes to get it done. The priorities made are based on the importance of the work. After making priority of the work to be completed, then have to carry it out rigorously. Do not allow interruptions while working on tasks that are already on the priority list, simply because of matters that are not important. There are two reasons why people like to interrupt themselves while doing tasks in the priority list are as follows:

Fun business or activity. For example, while working on the company's financial statements, it is remembered that having to make an appointment to a friend to swim on a Sunday. Then call him, then what happens? During that call the conversation becomes very interesting, funny, and adorable, you are so happy that you forget the time has passed fifteen minutes, and of course the work will be spent fifteen minutes because you have spent time making appointments with friends.

Affairs or activities that you think will only take a little time. For example while making a sales report, suddenly remembered a letter from a friend who had just arrived this morning. You think, "ah read the letter only takes a little time", then,

start reading it, it turns out that once it is opened, the letter sent by a friend as many as five sheets, the story is so interesting that it is fun to read it. The end result is to spend thirty minutes reading the friend's letter, and you need a thirty-minute extension to complete the pending task.

Therefore make a priority list of tasks tomorrow night so that when you wake up in the morning ready to fight.

c. Apply time management to suit the rhythm of work

One of the main failures in implementing time management programs is that the required time management program does not conform to the habits or rhythms of the work. Therefore, create a time management program that fits the habits and rhythms of the work. Time management programs are created not to hinder and force to change the rhythm of work. Create a flexible time management program that is more suitable for you. Don't just mimic the time management program seen in a book and apply it without trying to adapt it to your rhythm and work habits.

d. Set a time limit in each activity as clearly as possible

Each task that will be completed should be set a specific and clear time limit. This will make you work more effectively and concentrate fully on the task. If you set a time limit for each task to be performed, there are several advantages that will be obtained as follows:

It will be thermotative to complete the task. The deadline reminds you of the necessity to do so. The time limit will spur your motives to complete the task immediately.

Will be spared the habit of delaying work. By setting a completion deadline, you will always have an inner bond with your task. It is this bond called personal commitment, without a clear strong commitment the work will be abandoned.

e. Control interruptions

One source of frustration that people often experience is interrupt disorder. Managers often feel overwhelmed in managing these interruptions. On the one hand they want to apply openness so that their subordinates can at any time meet their leader. But on the other hand this policy takes a lot of time and of course interruptions are inevitable.

For employee level, interruptions can occur when they are forced to help coworker who has difficulty operating a computer, receive phone calls, be invited to chat by coworker, and so on. Therefore, it is good to understand what interruptions often interfere with the concentration in understanding the source of your interruptions. Fill in the next columns according to the source experience you've experienced.

One way to control interruptions is by being assertive. An assertive attitude means being assertive and daring to say "no" to things you don't think you can do. As people find it hard to say "no" they can't afford to decline a colleague's invitation to chat, or a co-worker's love to help him do something. If you are always forced to say "Yes", you yourself will suffer a loss. Jobs will be delayed and of course in the end work productivity will decrease.

2.2. Hard Work.

We succeed because we learn, as the saying goes, "Rafting upstream swimming to the edges, getting sick used to having fun later." There is nothing in this world called

coincidence, good fortune, or luck. Often we hear the term, "Fall from the sky." Success does not fall from the sky, but success inevitably begins with learning, hard work, willpower, determination, and opportunity.

We have to fight with ourselves to succeed. Everyone who succeeds lawfully must be underlined and happy must have achieved his goals through meritokratis strategies, struggles, sacrifices, abilities, and opportunities, and tireless struggles.

People who do not have a healthy and positive purpose in life and do not dare to pay the price of a success with sweat and tears, it will be "the wait to miss the moon". We must realize that successful life is a choice, a personal commitment, and not because of a coincidence factor or fate, let alone KKN (Collusion, Corruption, Nepotism). If we want to succeed and dare to pay the fee, sooner or later we will succeed.

Therefore, the first thing we have to do from start to finish, is learn, learn, and learn. Learning the object is to sharpen the brain. A smart brain must be accompanied by common sense. If the brain is smart, our senses are common sense, then we have to think positively not to think about the negative because every human being is essentially or his fitrah is good. Both bad human behavior, clearly shaped by the self and the environment in which man was born. When referring to the philosophy conveyed by Kong Hu Cu which is also found in all religious books that man was born in good condition, hinting that the negative nature of man is formed because of his environment. Therefore, success also exists from the moment the man was born.

Johanes Lim, Ph.D. in the book No Pain No Gain said that successful people have a habit of success, namely fighting with self-abilities and stretching 'stretching' self-abilities by setting high target standards continuously as soon as a goal is achieved.

For this success, we may be benchmarking, which is to refer to the nature and successful behavior of others that we want to emulate or exempl model its success. But in the future it is better to imitate ourselves according to the competencies we have. For that, we have to race, compete, and fight with ourselves.

As human beings we must realize that every human being is unique, no two humans are exactly one another. We bring essential differences that are exactly one another because of differences in heredity factors, educational background, family, religion, culture, and so on. Thus, we have traits, habits, ambitions, characters, power and weaknesses, opportunities and threats, which are different from each other.

If we just imitate in total in order to be like everyone else, the consequences can be negative, i.e. we will be frustrated. Why? Because we are us and others are not us. Be ourselves. Investigate, recognize, and exploit the potential that exists in order to be ourselves optimally. If we just imitate other people, at best we just become like the people we imitate, even usually going below standard. Similar to imitation products, it certainly has its drawbacks compared to original products, or photocopying results will be lower quality compared to the master of the manuscript. Furthermore, in many cases, the imitator will become entangled in some negative behaviors, such as quick complacency, envy, or despair due to the mental burden of wanting to equate himself with others. Johanes lim says if we are able to fight with ourselves, there are four benefits that we will get as follows:

- a. The relief or freedom to explore yourself so as to avoid the mental burden, frustration, of envy seeing the success of others.
- b. Can set your own target standards that can be set attainment and improvement gradually according to needs and capabilities.

- c. It could be that we are better or achieving greater success than the people we are ready to emulate.
- d. Because we compete with ourselves, the targets and struggles of our lives have always been motivators. This can also be called as never ending goals because as soon as one target materializes, we can set and pursue higher targets, so that the value and benefits of our lives without feeling continuously increasing rapidly.
- e. Actually, travel tips towards success are the above. It's wrong to say the word "success." Defining success is a difficult task. Many people equate it with wealth, power, and happiness. In fact, true success is not merely a megacu to something we can gain or achieve. In fact, success is actually a journey that we have to travel throughout our lives.

The successful person who exemplifies us like Prof.Hembing is not as easy as imagined in achieving that success. He should be an example because his success is due to learning, willpower, and opportunity. According to Prof.Hembing tips on success or success, are as follows :

- a. We must know the purpose of life
- b. We must sprinkle seeds that benefit others.
- c. We must grow our potential, capability, and willingness as optimally as possible.

In fact, success or success is one journey that anyone can take. Success is not limited to people who have certain money or talents. Success is available for anyone who wants to learn. As well as prof.Hembing, he always studied and studied since elementary, junior high, and high school he always "dated" with books. There are no days without reading a book

even though it is much loved by girls. He chose "dating" with books because books were his arsenal of science and a window to success.

Remember, learning is not just for a degree or title because learning can be a reality while a title can be a lie. So, studying and degree is reality and lies, a lot of smart but stupid people, a lot of stupid but smart people, don't buy a degree because the fact is to buy stupidity. You are a computer engineer, but do not understand operating a computer. You're a legal scholar who lays out legal issues, you're an MBA, but you don't understand business and administrative issues. The title is just as a mask. they forget that the degree does not make it smart, in contrast to the learning activities that will bring intelligence. Learning itself is the same as sharpening a knife. The sharpened, the sharper the knife. The more people learn, the smarter the person is.

Prof. Hembing, based on his experiences and observations, reminds us all, think before you act. Many weaknesses and the essential mistake of many people is their inability to think strategically-logically before taking an action. Usually they act first and then try to think if they have hit a problem. It seems that they take things for granted.

Indeed, many people do not / do not take advantage of their thoughts at work. Many of our workers prefer to use muscles rather than brains, be it at the executive or leadership level. That is why many of our people - at all levels of work are not competitive and are not valued enough because they are simply inferior in quality. In fact, in this increasingly sophisticated era, what is needed is quality (ability, willingness, and professionalism), not quantity. What if there is an assumption, even though it is cheap and bad, but in total our labor costs become expensive.

People often make unnecessary mistakes, such as making the wrong decision or doing the wrong job so that the work that should be completed in one day becomes two days

or materials that should only be one kilo become two kilos. Well, if that is the case, the result is certain, it will increase the reject factor of waste of time, energy, materials, money, and of course opportunities.

If this occurs in the business sector, it will make the cost of goods sold higher than the price it should be, which in turn reduces business competitiveness. The same is true in all sectors, regardless of our profession. We must pay attention to these signs. What is clear, we all want and are able to think carefully before acting with the target of doing the right things right, for the first time (do the right things for the first time).

Why do we study? Why is learning a success tip? Anticipatory questions also need to be raised to the surface. This is when it is related to the progress of the times, especially when Indonesia is holding an action towards a new Indonesia.

If it is related to the anticipation of the Indonesian people facing the twentieth century, namely making choices, mastering and culturing science and technology, the final problem concerns how to create conducive conditions for this, including the necessary forms of anticipatory preparation. A learning system that is imbued with an authoritarian attitude based on the neutralization of the curriculum and the perception of teachers as the only source of knowledge is outdated. On the other hand, education is not merely preparing to fill techno-culture because this understanding is similar to the cultural style with the main objective of education is to get doctors, law graduates, and technicians. Education is also a character development (humanism) which is recognized as important in the framework of nation building. It is hoped that in the future conditions to produce new Indonesians, ideally people who are aware of science and technology, are creative, and ethical solidarity.

Then, if what is wanted is the creation of a new Indonesian society with the characteristics of democratization and openness, of course it cannot be left to provide room

for freedom for the attitude of wandering. What is needed from educational planners and implementers is a pluralist attitude, manifested as a recognition and practice of education in Indonesia. Therefore, the fundamental question actually concerns three things, including issues of education and science and technology awareness, education and creativity, education and ethics.

In addition to a conducive situation, learning presupposes the recognition of individual human abilities, or the comparative advantages possessed, especially by the Indonesian nation. If we want to but are very weak in institutions and regulations, the source of capital may even be a source of culture that upholds development, such as prioritizing prestige over achievement.

This creative attitude is necessary in educational practice, like what Prof. Hembing by studying the strengths and weaknesses of developing countries from all angles of science. Prof. Hembing found many things related to education and humanity, especially with his experience while studying, including education abroad.

According to Prof. Hembing, intelligence is not only limited to the ability to think, logic, mathematics and language, but there are at least four other intelligences, the four of which are musical intelligence, bodily intelligence, spatial intelligence, and social intelligence. intelligence), even the IQ test can only reveal twenty percent of all human capacity so that intelligence is defined as the human ability to make something or think about something to produce something.

On that basis, the talent factor as a comparative advantage for every human child is used as an important material for educational praxis or learning. Because the problem of educational practice or the world of learning actually focuses on the extent of the correlation between the world of learning and the world of work. For those of us who want to be

successful, we have to bridge the two worlds well.

In terms of the world of learning and the world of work, we cannot rule out ethical issues. Education without ethics, can be destroyed. Ethics or morals are a means of controlling success. We see, in the midst of advancement or the flood of technological results, people begin to feel the need for election guidelines, especially with ethical values in a moral sense. In terms of freedom of creativity, openness is an absolute requirement.

For that, from an ethical perspective, it is necessary to instill an attitude of cooperation. It is not just mutual recognition, but ethical attitudes as citizens and society. Such attitudes are evident in many ways, including not developing a spirit of self-determination and selfishness by the byword: "being a scholar who is both scientific and at the same time practicing," is perhaps the best way to describe the need to go hand in hand between knowledgeable people and people who do good. This has been the principle of Prof. Hembing with his abilities. Knowledge and charity are equivalent words that fit in the reality of life.

In the world of education, such a principle or spirit is manifested by the respect for the value of honesty and achievement of achievement through healthy competition. Machiavelist methods, the goal of justifying any means, should be avoided as far as possible. Courage to behave, think, and act in a healthy manner, are the tips for one's success.

2.3. Competence

The basic concept of competence originates from the individual concept which aims to identify, acquire, and develop individual abilities so that they can work with extraordinary achievements. Individuals are the main components who become actors in the organization. Therefore, the ability of the organization depends on the individuals working in the

organization.

Organizations can excel in performance if the people who work in the organization can contribute maximally to the organization in accordance with their duties and abilities. Or in other words, these people are able to perform at their best. Being able to work with the best performance means being able to perform at present and in the future, both in stable situations and in changing situations, without disturbing other people's work. Thus, organizational performance measures include the dimensions of time, situation, and contributions and their impact on the work of other people or companies.

The right competence, which is the factor that determines the excellence of achievement, can be possessed by the organization if the organization has a strong foundation, which is reflected in all processes that occur in the organization. This means that the organization must have a strong core competency and is in accordance with its core business. Core competencies are competencies that should be possessed by all members of the organization that make the organization different from other organizations. Core competencies are usually components of the organization's mission and culture. Core competencies must be strengthened by the competence of departments or parts of the organization.

Core competencies that are strong, solid, and in accordance with the company's business will be able to increase the company's competitive advantage and create the company's creativity, innovation, and adaptation to the environment, of course this must be supported by individual competency ownership that is in accordance with the demands of individual work. In this dynamic business world, individuals are required not only to have strong technical competences, but also behavioral competencies that determine the individual's ability to interact in these changing environmental situations..

2.4. Personal Relationships

Effective interpersonal relationships in groups:

a. Dependence on leaders

In the early stages of group development, members tend to rely on the leader. They tend not to have the initiative and courage to put forward another opinion that is different from their leader. Members are still wondering: What does the leader expect of me?

b. Conflict between members

After each member gets to know the field of work well, they begin to want to express their own opinions and ideas and begin to recognize the weaknesses and strengths of others, so conflicts big or small, open or hidden, directly or indirectly cannot be avoided. For example, many members began to question the rules of the game, work discipline, schedules, division of labor, payroll, and so on.

c. Cohesion, mutual attraction

If the various conflicts that exist can be resolved properly and are considered as a natural thing, then the next development is the emergence of koesi, mutual attraction between members. We begin to accept the fact that we need to help and support each other so that group goals can be achieved properly. We need unity and integrity in order to achieve common goals, and consider conflict as something normal and must be resolved together.

d. Dependent on each other

This phase is rarely achieved by the group. If a group can develop to this stage, it will be truly effective. Interdependence here does not mean that the members wait for each other, but that the members always realize that they are working not only for themselves, but together in a group. The work of one member is not solely his own business, but a common

affair. So, if there are difficulties, it is better for us to try to overcome them together. In terms of work, all problems are common problems. The members do their respective assignments, but with the awareness that they are part of a larger work group. "One body with many members".

e. Teamwork

In fact, working in a team is the best solution for achieving success. Group success does not depend on individuals, but rather on teamwork that supports one another. This teamwork approach will also make it easier to manage and delegate tasks. The arrangement and delegation of duties and authorities are arranged in such a way that each existing resource is developed and fostered in accordance with team work patterns. We will also realize that all work activities are part of team / group activities.

1. What is teamwork.

A team is a collection of individuals who work together to achieve predetermined goals. For that, there are clear rules and work mechanisms for individuals and groups. Each member works independently. There are two important things that we should understand and obey, namely regarding the duties and their problems, as well as the processes and interactions between members.

2. Why do you need a team.

Because a team is very necessary because it can create extraordinarily strong human resources, because various talents are combined and become a force to achieve goals. Creativity in accomplishing various things that require compact and harmonious teamwork will be much more beneficial than a group with a capable leader. Meanwhile, the members work individually. Members who are involved in making decisions will increase their motivation to work and work. Various policies that involve togetherness will be easier to

understand. Members are more motivated to achieve because there is clarity of tasks and delegation that is based on understanding the task and its problems. As well as the process and how the interaction of one part with another. The self-esteem of each member will also increase because they are given clear authority and responsibility with clear targets for both themselves and the team.

3. Team life cycle

The life of a work team experiences a normal cycle, and the principle is the same as the work group cycle. Here's a brief explanation.

4. Forming or formation

- a. The members agree to join the group in order to achieve common goals.
- b. Each member brings his own values, opinions, ways of working, and ways of working of others.
- c. Each of them still feels shy, shy, so that there is indeed cohesiveness, but false.
- d. Among them, they have not been able to choose a leader because they do not know each other deeply.

5. Storming or chaos

- a. At this stage, chaos begins to emerge due to different values, opinions, ways of working and experiencing clashes with one another.
- b. The members begin to doubt the ability of the leader because they are getting to know the strengths and weaknesses, talents and talents of each.
- c. Small groups, factions emerged, confusing tasks and problems, their processes and interactions with personal problems.

- d. At this stage, the communication and relationships of each individual are still very small, there are rumors and secret communication relationships.
- e. Norming or normal situation after chaos
- f. Start growing awareness to work together and avoid destroying the work unit or group because of the chaos.
- g. Starting to grow the spirit of working together. There is genuine freedom to express feelings and opinions even though they may differ from one another.
- h. Each of the members began to become good listeners
- i. Each of them began to comply with the regulations and working mechanisms that had been established.
- j. Reliable team performance or rebuilding
- k. If a team can reach this stage, then this stage is the pinnacle of success.
- l. The work system implemented is very productive, efficient and effective.
- m. The performance of group, individual and process work as well as interactions between persons and parts is very good.
- n. There is a close relationship and communication regarding work and personal family matters.
- o. Members' skills
- p. Managerial
- q. Members should have skills in compiling work plans.
- r. Members should be smart in determining goals that are in accordance with their responsibilities and responsibilities, as well as the goals of the group as

a team.

- s. Members should also be skilled in monitoring their own work, so that they can measure and assess for self-performance improvement.
- t. Members are capable of monitoring the progress of the implementation of their responsibilities and authorities.
- u. Members have confidence and assurance that it is carried out, done properly and correctly.

2.5. 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: "We are here asking for the teaching and education of girls, not once in a while because we want these girls to be rivals for men in their life struggles. But because we believe that it will have a huge influence on women, so that women are more capable of carrying out the obligations that nature has left into her hands: to become mothers, human educators first of all "(Kartini's letter to Prof. Anton and Mrs., 4 October 1902). Kartini strives to teach and educate women solely for the sake of awakening the thinking of her people so that they are more skilled in carrying out their obligations as a woman. Based on Dr. Herien, it turns out that nowadays there is a tendency that successful children come from successful families (harmonious families, highly educated, and high-income families).

2.6. Previous Research Review

Indarti and Wulandaru (2018) examined the profile and motivation of women entrepreneurs in Yogyakarta and found that compared to female employees, female entrepreneurs had higher needs for affiliation and dominance. However, the level of need for achievement and group autonomy of employees is relatively the same. Education level

affects the level of need for achievement and affiliation significantly, while age affects the level of economic need and domination.

Suradi (2018) examines the relationship of leadership and work environment to the academic positions of private universities in Surakarta. The results show that there is a positive and significant relationship between leadership and work environment variables on the academic position achievement of private universities in Surakarta. Chrysanti Hasibuan-Sedyono MIM (2019) states that the determinants of career woman success are determined by internal and external factors. Based on previous research, the researchers revealed what Wulandaru, Suradi and Chrysanti Hasibuan-Sedyono MIM had done with adjustments to the research object and the analysis model. The research model is schematically depicted as follows: hard work, noble values, competence, personal relationships will affect the success of a woman's career except time management. In this study, in addition to internal and external factors, time management is also included in achieving women's success in careers.

2.7. Hypothesis Development

H1: There is an influence that competence, personal relationships affect the success of a woman's career except time management, hard work, noble values.

H2: There is a dominant influence of competence in determining success in a woman's career.

CHAPTER III. OBJECTIVES AND BENEFITS

3.1. Research Objectives

This research is designed to achieve the following objectives :

1. Analyze whether there is the influence of hard work, noble values, competence, personal relationship on the success of women's careers.
2. Analyze whether there is the influence of the dominant competence to determine the career of women.

3.2 Research Benefits

Based on the research results, it is hoped that the following benefits will be obtained:

1. For career women, they can arrange the time between the interests of working and managing the family.
2. So that the dual role of women does not cause problems both in the work environment and in the family and community environment. Women still have a good image.
3. 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.

CHAPTER IV. RESEARCH METHODS

4.1. 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.

4.2. Types of research

The type of research used in this study uses a survey research type. Survey research is research conducted on large or small populations, but the data studied is from samples taken from that population (Sugiyono, 2019).

4.3. 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). The population in this study are career women who work in the field of information technology in public and private institutions in Yogyakarta.

4.4. 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 (Santoso and Tjiptono 2017). Samples taken are career women who work in the field of information technology in public and private institutions in Yogyakarta.

4.4.1. Sampling Method

The sampling method used was non-probability sampling using a purposive sampling technique. Purposive sampling is a sampling technique using considerations by including certain elements that are considered (Judged) that in this way can obtain correct information or individuals that are actually sampled reflect the population (Soehardi Sigit,

1999). Purposive sampling is used because the researcher views that only certain individuals can represent (Representative) because those selected to be sampled are career women who work in the field of information technology in public and private institutions in Yogyakarta.

4.4.2. Determination of the Number of Samples

According to Singarimbun and Effendi (2017), if the analysis technique used is a regression or correlation technique, then the sample that can be taken is at least 40 cases. Mantra and Kastro in Singarimbun and Effendi (2017) state that the sample size should not be less than 10%. In this study, the sample size was determined as 240 career women who work in the field of information technology in public and private institutions in Yogyakarta. It is hoped that this number is sufficiently representative in the sense that all the characteristics or traits that exist in the population can be represented.

4.5. Data collection technique

The data collection techniques used were: a questionnaire, namely the technique of collecting data by providing a questionnaire with a list of questions to the respondent where the respondent answered the question in writing.

4.6. Measurement Scale

Measurement of variables in this study using the Linkert scale which is a method for measuring attitudes by saying agree or disagree with the subject, certain objects (Indriantoro and Supomo, 2019). Through the Linkert scale the variables to be measured are translated into variable indicators, which are then used as starting points for arranging items in the form of questions. The results or answers for each item using the Linkert scale have a gradient from very positive to very negative and can be described as follows:

Indicator measurements use a 4-segment Likert scale as follows:

- a. The statement answered Strongly Agree (SS) is given a score of 4
- b. The statement answered Agree (S) is given a score of 3

- c. Statements answered Disagree (TS) are given a score of 2
- d. Statements answered Strongly Disagree (STS) are given a score of 1

4.7. Type of Data.

This study uses primary data. Primary data is a source of research data obtained directly from the original source (not through intermediaries), and in the form of individual or group opinions of subjects (people) (Indriantoro and Supomo, 2019). Primary data in this study are the results of answers to questionnaires that have been filled in by career women who work in the field of information technology in public and private institutions in Central Java.

4.8. Operational Definition of Variables.

The operational definition of a variable is the determination of constructs with various values to provide an overview of the phenomenon so that it can be measured. Construct is an abstraction of a phenomenon or reality which for research purposes must be operationalized in the form of variables measured by various values (Indriantoro and Supomo, 2019). The operational definition aims to facilitate the preparation of a questionnaire list. The operational definition used in this research is:

Time Management (X1)

Social gathering time (X1,1)

Religious activities (X1,2)

Visiting family (X1,3)

Social events (X1,4)

Hard Work (X2)

Ductile work (X2,1)

Courageous (X2,2)

Suave (X2,3)

Noble Value (X3)

Honest (X3,1)

Faithful (X3,2)

Competence (X4)

Ability to work (X4,1)

On time (X4,2)

Making decisions (X4,3)

Personal Relationships (X5)

Family (X5,1)

Workmates (X5,2)

Relation (X5,3)

Career Success for Women (X6)

Strategic position (X6,1)

High productivity (X6,2)

Good image (X6,3)

4.9. Validity and Reliability Test.

Research variable

Table 4.1 Research Variables

Variable	Indicator	Source
Time Management	1. I spend time attending arisan 2. I provide following religious activities 3. I spend time visiting my family 4. I provide time for social events	Kamardy Arief (2019)

Hard work	<ol style="list-style-type: none"> 1. I am resilient at work 2. I am steadfast in my work 3. I am friendly with others 	Crysanti (2019)
Great value	<ol style="list-style-type: none"> 1. I am honest at work 2. I am loyal and loyal in working at the agency 	Crysanti (2019)
Competence	<ol style="list-style-type: none"> 1. I am able to do a good job 2. I am able to complete work on time. 3. I am able to make wise decisions 	Crysanti (2019)
Personal relationship	<ol style="list-style-type: none"> 1. I have a good relationship with my family 2. I have a good relationship with my co-workers 3. I have good relationships with relationships 	Crysanti (2019)
The success of a career woman	<ol style="list-style-type: none"> 1. I am in a strategic position 2. I have high work productivity 3. I get a good image in society 	Crysanti (2019)

4. 10. Validity and Reliability Test Results

a. Validity test

According to Suharsimi Arikunto, validity is "a measure that shows the levels of validity and validity of an instrument. An instrument is said to be valid if it is able to measure what is desired and is able to properly reveal data from the variables studied" (2019). To test the validity of each item, the scores on the item in question are correlated

with the total score. "The grain score is seen as an X value and the total score is seen as an r value" (Suharsimi Arikunto, 2019).

Table 4. 2 Time management

Question Item	Product moment (rxy)	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

The results of the validity test using the SPSS 12.0 for Windows program in the tables show that the product moment correlation coefficient for all questions in the time management variable has a significance level less than 0.05, so it can be said that all time management items in the questionnaire are declared valid.

Tabel 4.3 Hard work

Question Item	Product moment (rxy)	Significant	Information
KK1	0,877	0,000	Valid
KK2	0,846	0,000	Valid
KK3	0,788	0,000	Valid

The results of the validity test using the SPSS 12.0 for Windows program in the tables show that the product moment correlation coefficient for all questions in the hard work variable has a significance level less than 0.05, so it can be said that all hard work items in the questionnaire are declared valid.

Tabel 4.4 Great Value

Question Item	Product moment (r _{xy})	Significant	Information
NL1	0,876	0,000	Valid
NL2	0,838	0,000	Valid

The results of the validity test using the SPSS 12.0 for Windows program in the tables show that the product moment correlation coefficient for all questions in the high value variable has a significance level less than 0.05, so it can be said that all items of high value in the questionnaire are declared valid.

Tabel 4.5 Competence

Question Item	Product moment (r _{xy})	Significant	Information
KPTS1	0,626	0,000	Valid
KPTS2	0,729	0,000	Valid
KPTS3	0,743	0,000	Valid

The results of the validity test using the SPSS 12.0 for Windows program in the tables show that the product moment correlation coefficient for all questions in the competency variable has a significance level less than 0.05, so it can be said that all competency items in the questionnaire are declared valid.

Tabel 4.6 Personal Relationship

Question Item	Product moment (rxy)	Significant	Information
HP1	0,773	0,000	Valid
HP2	0,767	0,000	Valid
HP3	0,758	0,000	Valid

The results of the validity test using the SPSS 12.0 for Windows program in the tables show that the product moment correlation coefficient for all questions in the personal relationship variable has a significance level less than 0.05, so it can be said that all items of personal relationship in the questionnaire are declared valid.

Tabel 4.7 Career Women Success

Question Item	Product moment (rxy)	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 for Windows program in the tables show that the product moment correlation coefficient for all questions in the career woman success variable has a significance level less than 0.05, so it can be said that all items of career woman success in the questionnaire are stated. valid.

b. Uji Reliabilitas

Reliability shows in one sense that an instrument can be trusted enough to be used as a data collection tool because it is a good instrument. Reliability can be trusted or reliable, so reliability shows the level of reliability. 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 r_1 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
X1	0,678	Reliable
X2	0,786	Reliable
X3	0,637	Reliable
X4	0,682	Reliable
X5	0,647	Reliable
Y	0,609	Reliable

The results of the reliability test using the SPSS 12.0 for Windows program in Table

3.5 above show that the value of the reliability coefficient (alpha) for all research variables is more than 0.50, so it can be said that all questions in the questionnaire are reliable.

4. 11. Data Analysis

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)*

CHAPTER V . RESEARCH RESULTS

5.1. Research Result.

A. Descriptive Analysis.

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

1. Respondent characteristics.

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

a. Respondent characteristics based on address.

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

Tabel 5.1 Respondent description based on address

Number	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

b. 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

Number	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

c. 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

Number	Last education	Total	Percent
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1	S1	169	70,4
2	S2	71	29,6
	Total	240	100,0

d. 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

Number	Profession	Total	Percent
1	Admin Kontrol Sistem	2	0,8
2	Admin Software	1	0,4
3	Business Application Software Developer	15	6,3
4	Computer Game Developer	1	0,4
5	Consultant System	9	3,8
6	Database Administrator	62	25,8
7	E-Commerce Software Developer	12	5,0
8	IT-Consultant	24	10,0
9	IT Research System	11	4,6
10	Komputer Jaringan	1	0,4

11	Network and Administrator	19	7,9
12	Programmer web Developer	37	15,4
13	Sistem Analyst Program	8	3,3
14	Software and Web Engineer	24	10,0
15	System Analyst Data	3	1,3
16	Technopreneur IT	1	0,4
17	TI Research and Developer	1	0,4
18	Web Administrator	3	1,3
19	Web Design	3	1,3
20	Web Engineer	3	1,3
	Total	240	100,0

e. 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

Number	Status	Total	Percent
1	Single	60	25,0
2	Marry	180	75,0
	Total	240	100

f. Characteristics of respondents based on work agency

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

Tabel 5.6 Descriptions of respondents based on work agencies

No	University	Total	Percent
1	STNIK P	1	0,4
2	AKAKOM	37	15,4
3	AKINDO	5	2,1
4	STIKES RESPATI	1	0,4
5	AKPRIND	4	0,4
6	AMIKOM	9	3,8
7	ATMAJAYA	35	14,6
8	IST AKPRIND	1	0,4

9	MERCU BUANA	4	1,7
10	STIE YKPN	3	1,3
11	SURYA GLOBAL	9	3,8
12	UAD	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	UTY	21	8,8
21	STIE YKPN	2	0,8
	Total	240	100,0

2. Variable Description

A. Time Management

Tabel 5.7 Description of Time Management Variables

Skor	TSS	TS	S	SS	Total
Indicator	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 arisan (MW1). The majority responded agreed by 178 people. Career women stated that they could provide time to participate in religious activities (MW2), the majority responded agreed by 123. Career women stated that they could provide time to visit the family (MW3), the majority responded agreed by 122 people. Career women stated that they could provide time for other social events (MW4). The majority responded agreed by 178 people.

B. Hard work

Tabel 5.8 Hard Work Variables

Skor	TSS	TS	S	SS	Total
Indicator	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. Career women stated that they were determined to work (KK2), the majority responded agreed by 165 people or. Career women stated that they were friendly with others (KK3), the majority responded agreed by 158 people.

C. Great value

Tabel 5.9 Deskripsi Variabel Nilai Luhur

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

Career women stated that they were honest in working (NL1), the majority responded agreed by 145 people. Career women stated that they were loyal and loyal in working in the agency (NL2), the majority responded agreed by 170 people.

D. Competence

Tabel 5.10 Competency Variable Description

Skor	TSS	TS	S	SS	Total
Indicator	1	2	3	4	

KPTS1	0	4	174	62	240
KPTS2	0	16	169	55	240
KPTS3	0	11	180	49	240

Career women stated that they could work well (KPTS1), the majority responded agreed by 174 people. Career women stated that they could complete their work on time (KPTS2). The majority responded agreed by 169 people. Career women stated that they could make decisions wisely (KPTS3) the majority responded agreed by 180 people.

E. Personal relationship

Tabel 5.11 Personal Variable Description

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

Career women stated that they have a good relationship with their family (HP1), the majority responded to agree with 123 people. Career women stated that they had good relations with co-workers (HP2), the majority responded agreed by 165 people. Career women stated that they had a good relationship with their relationship (HP3), the majority

responded agreed by 173 people.

F. Successful career woman

Tabel 5.12 Variable of Career Women's Success

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

Career women stated that they got a strategic position (KWK1), the majority responded agreed by 167 people. Career women stated that they had high work productivity (KWK2), the majority responded agreed by 170 people. Career women stated that they got a good image in society (KWK3), the majority responded agreed by 180 people.

B. Quantitative Analysis

The quantitative analysis used in this research is regression analysis.

1. Regression analysis

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

$R = 0,534$

$R \text{ Square} = 0,285$

$F \text{ sig.} = 0,000$

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 $0,715$

2.Hypothesis Test.

The first hypothesis testing states that there is a joint influence on the variables of hard work, noble values, competence, and personal relationships on women's career success, except for time management.

This can be seen from the F test as follows:

The significant value of F is $0,000 < 0,05$, so H_0 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 second hypothesis test states that there is a partial influence of time management variables, hard work, noble values, competence, and personal relationships on women's career success.

The regression coefficient on the time management variable (X_1) is -0.90 indicating that the time management variable has a negative influence on the success of career women (Y). If the better time management (X_1), the likelihood of career woman success will not be achieved (Y). Conversely, if time management is poor (X_1), the likelihood of women's career success can be achieved.

The regression coefficient on the time management variable (X2) is 0.54, indicating that hard work has a positive effect on success

Career woman (Y). If hard work leads to the success of a career woman (Y). On the other hand, if you don't work hard (X2), the trend of successful career women will not be achieved (Y)

The regression coefficient on the noble value variable (X3) is 0.137 indicating that the noble value has a positive influence on the success of career women (Y). If you have good noble values (X3), the likelihood of success for career women will be achieved (Y). Conversely, if they do not have a high value (X3), then the tendency for women's career success is not achieved.

The regression coefficient on the competency variable (X4) is 0.346 indicating that competence has a positive influence on the success of career women (Y). If you have a good and healthy competence (X4), the trend of success for career women will be achieved (Y). Conversely, if you do not have good and healthy competence (X4), then the trend of career success for women is not achieved.

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).

This can be seen from the t test

The hypotheses that can be arranged are as follows:

H1: Time management has a significant influence on the success of career women.

If the probability t-statistic <Level of Significance = 0.05, then Ho is accepted, meaning that there is no significant influence between the independent variable on the dependent variable. The results showed the level of time management significance > 0.05, so Ho was accepted, meaning that time management did not have a significant effect on the success of career women

H2: hard work has a significant effect on women's success career.

If the probability t-statistic <Level of Significance = 0.05, then Ho is accepted, meaning that there is no significant influence between the independent variable on the dependent variable. The results showed a significance level of hard work > 0.05, so Ho was accepted, meaning that hard work did not have a significant effect on the success of career women

H3: noble values have a significant influence on the success of a career woman.

If the probability t-statistic <Level of Significance = 0.05, then Ho is accepted, meaning that there is no significant influence between the independent variable on the dependent variable. The results showed that the significance level of the noble value > 0.05, so Ho was accepted, meaning that the noble value did not have a significant effect on the success of career women.

H4: competence has a significant influence on the success of career women.

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 competence <0.05 , so H_0 was rejected, meaning that competence had a significant effect on the success of career women.

H5: personal relationships have a significant influence on the success of career women.

If the probability t-statistic $<$ Level of Significance = 0.05, then H_0 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 H_0 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.

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CHAPTER VI. DISCUSSION

6.1 Discussion Results Analysis of case studies of women's careers in Indonesia, the special area of Yogyakarta.

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 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 is 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.

6.2 Competence.

Competence begins with an individual concept that aims to identify, acquire, and develop individual abilities so that they can work with extraordinary achievements. Individuals are the main components who become actors in the organization. Therefore, the ability of the organization depends on the individuals working in the organization.

Organizations can provide maximum contribution to the organization according to their duties and abilities. Or in other words, these people are able to perform at their best. Being able to work with the best performance means being able to perform at present and in

the future, both in stable situations and in changing situations, without disturbing other people's work. Thus, organizational performance measures include the dimensions of time, situation, and contributions and their impact on the work of other people or companies.

The right competence, which is the factor that determines the excellence of achievement, can be possessed by the organization if the organization has a strong foundation, which is reflected in all processes that occur in the organization. This means that the organization must have a strong core competency and is in accordance with its core business. Core competencies are competencies that should be possessed by all members of the organization that make the organization different from other organizations. Core competencies are usually components of the organization's mission and culture. Core competencies must be strengthened by the competence of departments or parts of the organization.

Core competencies that are strong, solid, and in accordance with the company's business will be able to increase the company's competitive advantage and create the company's creativity, innovation, and adaptation to the environment, of course this must be supported by individual competency ownership that is in accordance with the demands of individual work. In this dynamic business world, individuals are required not only to have strong technical competencies, but also behavioral competencies that determine the individual's ability to interact in these changing environmental situations.

6.3 Personal Relationships.

Effective interpersonal relationships in groups:

a. Dependence on leaders.

In the early stages of group development, members tend to rely on the leader. They tend not to have the initiative and courage to put forward another opinion that is different from their

leader. Members are still wondering: What does the leader expect from me.

b. Conflict between members.

After each member gets to know the field of work well, they begin to want to express their own opinions and ideas and begin to recognize the weaknesses and strengths of others, so conflicts big or small, open or hidden, directly or indirectly cannot be avoided. For example, many members began to question the rules of the game, work discipline, schedules, division of labor, payroll, and so on.

c. Cohesion, mutual attraction.

If the various conflicts that exist can be resolved properly and are considered as a natural thing, then the next development is the emergence, mutual attraction between members. We begin to accept the fact that we need to help and support each other so that group goals can be achieved properly. We need unity and integrity in order to achieve common goals, and consider conflict as something normal and must be resolved together.

d. Dependent on each other.

This phase is rarely achieved by the group. If a group can develop to this stage, it will be truly effective. Interdependence here does not mean that the members wait for each other, but that the members

always aware that he works not only for himself, but together in a group. The work of one member is not solely his own business, but a common affair. So, if there are difficulties, it is better for us to try to overcome them together. In terms of work, all problems are common problems. The members do their respective assignments, but with the awareness that they are part of a larger work group. "One body with many members".

e. Teamwork.

Group success does not depend on individuals, but rather on teamwork that supports one another. This teamwork approach will also make it easier to manage and delegate tasks. The arrangement and delegation of duties and authorities are arranged in such a way that each existing resource is developed and fostered in accordance with team work patterns. We will also realize that all work activities are part of team / group activities.

A team is a collection of individuals who work together to achieve predetermined goals. For that, there are clear rules and work mechanisms for individuals and groups. Each member works independently. There are two important things that we should understand and obey, namely regarding the duties and their problems, as well as the processes and interactions between members.

f. Why do you need a team.

Because a team is very necessary because it can create extraordinarily strong human resources, because various talents are combined and become a force to achieve goals. Creativity in accomplishing various things that require compact and harmonious teamwork will be much more beneficial than a group with a capable leader. Meanwhile, the members work individually. Members who are involved in making decisions will increase their motivation to work and work. Various policies that involve togetherness will be easier to understand. Members are more motivated to achieve because there is clarity of tasks and delegation that is based on understanding the task and its problems. As well as the process and how the interaction of one part with another. The self-esteem of each member will also increase because they are given clear authority and responsibility with clear targets for both themselves and the team.

g. Team life cycle.

The life of a work team experiences a normal cycle, and the principle is the same as the work

group cycle. Here's a brief explanation. Forming formation data.

- a. The members agree to join the group in order to achieve common goals.
- b. Each member brings his own values, opinions, ways of working, and ways of working of others.
- c. Each of them still feels shy, shy, so that there is indeed cohesiveness, but false.
- d. Among them, they have not been able to choose a leader because they do not know each other deeply.

h. Storming or chaos.

- a. At this stage, chaos begins to emerge due to different values, opinions, ways of working and experiencing clashes with one another.
- b. The members begin to doubt the ability of the leader because they are getting to know the strengths and weaknesses, talents and talents of each.
- c. Small groups, factions emerged, confusing tasks and problems, their processes and interactions with personal problems.
- d. At this stage, the communication and relationships of each individual are still very small, there are rumors and secret communication relationships.

i. Norming or normal situation after chaos.

- a. Start growing awareness to work together and avoid destroying the work unit or group because of the chaos.
- b. Starting to grow the spirit of working together. There is genuine freedom to express feelings and opinions even though they may differ from one another.
- c. Each of the members began to become good listeners

d. Each of them began to comply with the regulations and working mechanisms that had been established.

j. Reliable team performance or rebuilding.

- a. If a team can reach this stage then is the pinnacle of success.
- b. The work system implemented is very productive, efficient, and effective.
- c. The work performance of individuals groups and processes as well as interaction between individuals and parts is very good.
- d. There is relationship and communication both regarding work and personal and family matters in an intimate manner.

k. Managerial Member Skill.

- a. Members should have skills in compiling work plans.
- b. Members should be smart in determining goals that are in accordance with their responsibilities and authorities as well as the goals of the group as a team..
- c. Members should be skilled in monitoring their own work so that they can measure and assess for the sake of increasing independent performance.
- d. Members able to monitor the progress of the implementation of their responsibilities and authorities.
- e. Members have confidence and certainty that it will be carried out, carried out properly and correctly.

6.4 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: "We are here asking for the

teaching and education of girls, not once in a while because we want these girls to be rivals for men in their life struggles. . But because we believe that it will have a huge influence on women, so that women are more capable of carrying out the obligations that nature has left into her hands: to become mothers, human educators first of all "(Kartini's letter to Prof. Anton and Mrs., 4 October 1902). Kartini strives to teach and educate women solely for the sake of awakening the thinking of her people so that they are more skilled in carrying out their obligations as a woman.

Based on Dr. Herien, it turns out that nowadays there is a tendency that successful children come from successful families (harmonious families, highly educated, and high-income families).

The relationship between this research and previous research is as follows :

Indarti and Wulandaru (2018) examined the profile and motivation of women entrepreneurs in Yogyakarta and found that compared to female employees, female entrepreneurs had higher needs for affiliation and dominance. However, the level of need for achievement and group autonomy of employees is relatively the same. Education level affects the level of need for achievement and affiliation significantly, while age affects the level of economic need and domination. It turns out that competence in this study will affect the career success of women.

Suradi (2018) examines the relationship of leadership and work environment to the academic positions of private universities in Surakarta. The results show that there is a positive and significant relationship between leadership and work environment variables on the academic position achievement of private universities in Surakarta. It turns out that good personal relationships greatly affect women's career success.

Chrysanti Hasibuan-Sedyono MIM (2019) states that the determinants of career woman success are determined by internal and external factors. In general, this study supports

the findings of several previous studies, although from different object and situation reviews, this research cannot be generalized to other studies.

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CHAPTER VII. CONCLUSIONS AND RECOMMENDATIONS

7.1 Conclusion.

Based on the results of research and discussion, the following conclusions can be drawn:

1. Competence, personal relationships affect women's career success except time management, hard work, and noble values.
2. The dominant competency variable determines the career success of women.

7.2 Suggestion.

1. Competence, personal relationships affect the success of a woman's career. Unless time management, hard work, and noble values do not affect the success of career women.
2. Every employee, especially career women, needs to pay attention to competence, personal relationships in achieving success. The most important thing is to pay attention to competencies related to their ability to be able to work well, be able to complete work on time, and be able to make wise decisions.

CHAPTER VIII. EXERCISES

- 1.1 Explain what is the definition of a population and provide a sample population.
- 1.2 How to determine the variables to make multiple linear regression analysis.
- 1.3 What is the difference between the dependent variable and the independent variable.
- 1.4 How to do hypothesis testing and give examples.
- 1.5 Validity tests are used to test anything and provide examples.
- 1.6 Reliability tests are used to test anything and provide examples.
- 1.7 How do I calculate the value of **R** and **R square**.
- 1.8 How do you determine a dominant variable compared to other variables.
- 1.9 How do you determine H_0 is accepted and H_0 is rejected and give examples of cases.
- 1.10 Describe the formula for how to calculate multiple linear regression analysts and provide an example of a case solution.

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ATTACHMENT

1. SURVEY QUESTION NAIRE

To: Dear. Career Sister
in Special Region Yogyakarta

Sincerely,

Herewith I am a Lecturer of the Faculty of Industrial Technology, Department of Informatics, UPN "Veteran" Yogyakarta, intending to conduct research on "ARTIFICIAL INTELLIGENCE AND SMART CITY CASE STUDY ANALYSIS OF THE EFFECT OF TIME MANAGEMENT, HARD WORK, GREAT VALUES, COMPETENCY, PERSONAL RELATIONS, ON THE CAREER SUCCESS OF INDONESIAN WOMEN IN THE SPECIAL REGION OF YOGYAKARTA DURING COVID-19 "

To career women in the field of Information Technology (IT) in Yogyakarta. I hope you will take a moment to fill out the list of available questions. Each of your answers will be very useful as a source of data and information in this research, the data I obtained is solely for research purposes.

For your attention and willingness, I thank you very much.

Best regards,

Researcher

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2.A LIST OF QUESTIONS

Respondent Identity

Name : (May not be filled)
 Address :
 Age : (22-50 years old)
 Last Education : (D3/S1/S2/S3)*
 Profession :
 Marital Status : (Married/Unmarried)*
 Employment Agency :

Description : * Cross out unnecessary.

Instruction :

Put a cross (X) in the box provided according to your choice of answer.

STS : Strongly disagree
 TS : Disagree
 S : Agree
 SS : Totally Agree

NO	QUESTION	ANSWER			
		1	2	3	4
	Time Management	1	2	3	4
1.	I make time to attend social gathering.	STS	TS	S	SS
2.	I make time to participate in religious activities.	STS	TS	S	SS
3.	I make time to visit family.	STS	TS	S	SS
4.	I make time for social events.	STS	TS	S	SS
	Hard Work	1	2	3	4
1.	I am tenacious at work.	STS	TS	S	SS
2.	I am determined at work.	STS	TS	S	SS
3.	I am friendly with others.	STS	TS	S	SS
	High Value	1	2	3	4

1.	I am honest at work.	STS	TS	S	SS
2.	I am loyal and loyal in working in the agency.	STS	TS	S	SS
	Competence	1	2	3	4
1.	I am able to work well.	STS	TS	S	SS
2.	I am able to finish work on time.	STS	TS	S	SS
3.	I am able to make wise decisions.	STS	TS	S	SS
	Personal Relationship	1	2	3	4
1.	I have a good relationship with my family.	STS	TS	S	SS
2.	I have good relations with coworkers.	STS	TS	S	SS
3.	I have a good relationship with relations.	STS	TS	S	SS
	Career woman success	1	2	3	4
1.	I got a strategic position.	STS	TS	S	SS
2.	I have high work productivity.	STS	TS	S	SS
3.	I get a good image in society.	STS	TS	S	SS

***** GOOD LUCK*****

3. VALIDITY TEST RESULTS

Correlations

Correlations

	MW1	MW2	MW3	MW4	MW
MW1 Pearson Correlation	1	,282	,095	,327*	,747**
Sig. (2-tailed)	.	,078	,560	,039	,000
N	40	40	40	40	40
MW2 Pearson Correlation	,282	1	-,168	,088	,691**
Sig. (2-tailed)	,078	.	,300	,591	,001
N	40	40	40	40	40
MW3 Pearson Correlation	,095	-,168	1	,188	,694**
Sig. (2-tailed)	,560	,300	.	,246	,001
N	40	40	40	40	40
MW4 Pearson Correlation	,327*	,088	,188	1	,633**
Sig. (2-tailed)	,039	,591	,246	.	,000
N	40	40	40	40	40
MW Pearson Correlation	,747**	,491**	,494**	,633**	1
Sig. (2-tailed)	,000	,001	,001	,000	.
N	40	40	40	40	40

*. Correlation is significant at the 0.05 level (2-tailed).

** Correlation is significant at the 0.01 level (2-tailed).

Correlations

Correlations

	KR1	KR2	KR3	KR
KR1 Pearson Correlation	1	,674**	,537**	,877**
Sig. (2-tailed)	.	,000	,000	,000
N	40	40	40	40
KR2 Pearson Correlation	,674**	1	,445**	,846**
Sig. (2-tailed)	,000	.	,004	,000
N	40	40	40	40
KR3 Pearson Correlation	,537**	,445**	1	,788**
Sig. (2-tailed)	,000	,004	.	,000
N	40	40	40	40
KR Pearson Correlation	,877**	,846**	,788**	1
Sig. (2-tailed)	,000	,000	,000	.
N	40	40	40	40

** Correlation is significant at the 0.01 level (2-tailed).

Correlations

Correlations

		NL1	NL2	NL
NL1	Pearson Correlation	1	,471**	,876**
	Sig. (2-tailed)	.	,002	,000
	N	40	40	40
NL2	Pearson Correlation	,471**	1	,838**
	Sig. (2-tailed)	,002	.	,000
	N	40	40	40
NL	Pearson Correlation	,876**	,838**	1
	Sig. (2-tailed)	,000	,000	.
	N	40	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

Correlations

		KPTS1	KPTS2	KPTS3	KPTS
KPTS1	Pearson Correlation	1	,157	,204	,626**
	Sig. (2-tailed)	.	,334	,206	,000
	N	40	40	40	40
KPTS2	Pearson Correlation	,157	1	,342*	,729**
	Sig. (2-tailed)	,334	.	,031	,000
	N	40	40	40	40
KPTS3	Pearson Correlation	,204	,342*	1	,743**
	Sig. (2-tailed)	,206	,031	.	,000
	N	40	40	40	40
KPTS	Pearson Correlation	,626**	,729**	,743**	1
	Sig. (2-tailed)	,000	,000	,000	.
	N	40	40	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Correlations

Correlations

		HP1	HP2	HP3	HP
HP1	Pearson Correlation	1	,373*	,385*	,773**
	Sig. (2-tailed)	.	,018	,014	,000
	N	40	40	40	40
HP2	Pearson Correlation	,373*	1	,382*	,767**
	Sig. (2-tailed)	,018	.	,015	,000
	N	40	40	40	40
HP3	Pearson Correlation	,385*	,382*	1	,758**
	Sig. (2-tailed)	,014	,015	.	,000
	N	40	40	40	40
HP	Pearson Correlation	,773**	,767**	,758**	1
	Sig. (2-tailed)	,000	,000	,000	.
	N	40	40	40	40

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

Correlations

Correlations

		KWK1	KWK2	KWK3	KWK
KWK1	Pearson Correlation	1	,191	,362*	,765**
	Sig. (2-tailed)	.	,237	,022	,000
	N	40	40	40	40
KWK2	Pearson Correlation	,191	1	,026	,745**
	Sig. (2-tailed)	,237	.	,872	,000
	N	40	40	40	40
KWK3	Pearson Correlation	,362*	,026	1	,723**
	Sig. (2-tailed)	,022	,872	.	,000
	N	40	40	40	40
KWK	Pearson Correlation	,765**	,645**	,623**	1
	Sig. (2-tailed)	,000	,000	,000	.
	N	40	40	40	40

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

4.RELIABILITY TEST RESULT

Reliability

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded (a)	0	.0
	Total	40	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.678	.685	4

Item Statistics

	Mean	Std. Deviation	N
MW1	2.8500	.53349	40
MW2	3.2750	.45220	40
MW3	3.5000	.50637	40
MW4	3.1250	.40430	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
MW1	9.9000	.656	.380	.178	.073
MW2	9.4750	.974	.102	.118	.415
MW3	9.2500	.962	.052	.077	.482
MW4	9.6250	.856	.334	.132	.193

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
12.7500	1.269	1.12660	4

Reliability

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded (a)	0	.0
	Total	40	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.786	.787	3

Item Statistics

	Mean	Std. Deviation	N
KK1	3.3750	.54006	40
KK2	3.2000	.56387	40
KK3	3.4500	.55238	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KK1	6.6500	.900	.713	.524	.615
KK2	6.8250	.917	.636	.463	.699
KK3	6.5750	1.020	.535	.301	.805

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
10.0250	1.922	1.38652	3

Reliability

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded (a)	0	.0
	Total	40	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.637	.641	2

Item Statistics

	Mean	Std. Deviation	N
NL1	3.4000	.49614	40
NL2	3.2500	.43853	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
NL1	3.2500	.192	.471	.222	.(a)
NL2	3.4000	.246	.471	.222	.(a)

- a The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
6.6500	.644	.80224	2

Reliability

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded (a)	0	.0
	Total	40	100.0

- a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.682	.679	3

Item Statistics

	Mean	Std. Deviation	N
KPTS1	3.2250	.42290	40
KPTS2	3.2000	.46410	40
KPTS3	3.2750	.45220	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KPTS1	6.4750	.563	.220	.050	.510
KPTS2	6.5000	.462	.325	.125	.339
KPTS3	6.4250	.456	.363	.140	.270

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
9.7000	.882	.93918	3

Reliability

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded (a)	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.647	.648	3

Item Statistics

	Mean	Std. Deviation	N
HP1	3.4750	.55412	40
HP2	3.4000	.54538	40
HP3	3.3000	.51640	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
--	----------------------------	--------------------------------	----------------------------------	------------------------------	----------------------------------

HP1	6.7000	.779	.456	.208	.553
HP2	6.7750	.794	.454	.206	.555
HP3	6.8750	.830	.463	.215	.544

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
10.1750	1.533	1.23802	3

Reliability

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded (a)	0	.0
	Total	40	100.0

a Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.609	.618	3

Item Statistics

	Mean	Std. Deviation	N
KWK1	3.0750	.52563	40
KWK2	3.2750	.55412	40
KWK3	3.2500	.43853	40

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KWK1	6.5250	.512	.370	.164	.050
KWK2	6.3250	.635	.141	.039	.525
KWK3	6.3500	.695	.246	.133	.321

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
9.6000	1.067	1.03280	3

4. REGRESION TEST RESULT

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	X5, X1, X2, X3, X4	.	Enter

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,534 ^a	,285	,270	,31377

a. Predictors: (Constant), X5, X1, X2, X3, X4

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9,196	5	1,839	18,681	,000 ^a
	Residual	23,038	234	,098		
	Total	32,234	239			

a. Predictors: (Constant), X5, X1, X2, X3, X4

b. Dependent Variable: Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,261	,296		4,254	,000
	X1	-,090	,076	-,068	-1,181	,239
	X2	,054	,058	,061	,917	,360
	X3	,113	,059	,128	1,897	,059
	X4	,346	,074	,342	4,700	,000
	X5	,158	,054	,175	2,936	,004

a. Dependent Variable: Y

5.IDENTITY TEST RESULT

Frequencies

STATISTICS

	ALAMAT	USIA	PENDIDIKAN	PEKERJAAN	STATUS	INSTAN SI
N Valid	240	240	240	240	240	240
Missing	0	0	0	0	0	0

ADRESS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	BANTUL	24	10.0	10.0	10.0
	KULON PROGO	1	.4	.4	10.4
	SLEMAN	88	36.7	36.7	47.1
	YOGYAKARTA	127	52.9	52.9	100.0
	Total	240	100.0	100.0	

OLD

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	22.00	1	.4	.4	.4
	23.00	1	.4	.4	.8
	24.00	4	1.7	1.7	2.5
	25.00	34	14.2	14.2	16.7
	26.00	23	9.6	9.6	26.3
	27.00	23	9.6	9.6	35.8
	28.00	19	7.9	7.9	43.8
	29.00	12	5.0	5.0	48.8
	30.00	14	5.8	5.8	54.6
	31.00	7	2.9	2.9	57.5
	32.00	11	4.6	4.6	62.1
	33.00	19	7.9	7.9	70.0
	34.00	7	2.9	2.9	72.9
	35.00	14	5.8	5.8	78.8
	36.00	13	5.4	5.4	84.2
	37.00	3	1.3	1.3	85.4
	38.00	6	2.5	2.5	87.9
	39.00	2	.8	.8	88.8
	40.00	3	1.3	1.3	90.0
	41.00	5	2.1	2.1	92.1
	42.00	9	3.8	3.8	95.8
	43.00	4	1.7	1.7	97.5
	44.00	1	.4	.4	97.9
	45.00	1	.4	.4	98.3

47.00	1	.4	.4	98.8
48.00	2	.8	.8	99.6
49.00	1	.4	.4	100.0
Total	240	100.0	100.0	

EDUCATION

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid S1	169	70.4	70.4	70.4
S2	71	29.6	29.6	100.0
Total	240	100.0	100.0	

WORK

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid ADMIN KONTROL	2	.8	.8	.8
ASISTEN OFFICER	1	.4	.4	1.3
BUSINESS APPLICATION	15	6.3	6.3	7.5
COMPUTER GAME DEVELO	1	.4	.4	7.9
CONSULTAN	9	3.8	3.8	11.7
DATABASE ADMINISTRAT	62	25.8	25.8	37.5
E-COMMERCE SOFTWARE	12	5.0	5.0	42.5
IT CONSULTANT	24	10.0	10.0	52.5
IT RESEARCH AND DEVE	11	4.6	4.6	57.1
KOMPUTER GAME DEVELO	1	.4	.4	57.5
NETWORK AND ADMINIST	19	7.9	7.9	65.4
PROGRAMER WEB DEVELO	37	15.4	15.4	80.8
SISTEM ANALYSIS SOFTWARE AND	8	3.3	3.3	84.2
WEB ENG	24	10.0	10.0	94.2
SYSTEM ANALYST	3	1.3	1.3	95.4
TECHNOPRENEUR IT	1	.4	.4	95.8
TI RESEARCHE	1	.4	.4	96.3
WEB ADMINISTRATOR	3	1.3	1.3	97.5
WEB DESIGN	3	1.3	1.3	98.8
WEB ENGINEER	3	1.3	1.3	100.0

Total	240	100.0	100.0
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STATE

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid BELUM KA	60	25.0	25.0	25.0
KAWIN	180	75.0	75.0	100.0
Total	240	100.0	100.0	

INSTITUTIONS

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid AMIK	1	.4	.4	.4
KARTIKA				
AKAKOM	37	15.4	15.4	15.8
AKINDO	5	2.1	2.1	17.9
AA YKPN	1	.4	.4	18.3
AKPRIND	4	1.7	1.7	20.0
AMIKOM	9	3.8	3.8	23.8
ATMAJAYA	35	14.6	14.6	38.3
IMKL	1	.4	.4	38.8
MERCU BUAN	4	1.7	1.7	40.4
STIE YKPN	3	1.3	1.3	41.7
SURYA GLOB	9	3.8	3.8	45.4
UAD	26	10.8	10.8	56.3
UGM	15	6.3	6.3	62.5
UII	13	5.4	5.4	67.9
UIN	14	5.8	5.8	73.8
UKDW	11	4.6	4.6	78.3
UMY	11	4.6	4.6	82.9
UNY	13	5.4	5.4	88.3
UPN	5	2.1	2.1	90.4
UTY	21	8.8	8.8	99.2
USD	2	.8	.8	100.0
Total	240	100.0	100.0	

6. FREQUENCY DESCRIPTION TEST RESULT

Frequencies

Statistics

		MW1	MW2	MW3	MW4
N	Valid	240	240	240	240
	Missing	0	0	0	0

Frequency Table

MW1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	32	13,3	13,3	13,3
	3,00	178	74,2	74,2	87,5
	4,00	30	12,5	12,5	100,0
Total		240	100,0	100,0	

MW2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	7	2,9	2,9	2,9
	3,00	123	51,3	51,3	54,2
	4,00	110	45,8	45,8	100,0
Total		240	100,0	100,0	

MW3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3,00	122	50,8	50,8	50,8
	4,00	118	49,2	49,2	100,0
Total		240	100,0	100,0	

MW4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	12	5,0	5,0	5,0
	3,00	178	74,2	74,2	79,2
	4,00	50	20,8	20,8	100,0
Total		240	100,0	100,0	

Frequencies

Statistics

		KK1	KK2	KK3
N	Valid	240	240	240
	Missing	0	0	0

Frequency Table

KK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	1,7	1,7	1,7
	3,00	162	67,5	67,5	69,2
	4,00	74	30,8	30,8	100,0
	Total	240	100,0	100,0	

KK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	14	5,8	5,8	5,8
	3,00	165	68,8	68,8	74,6
	4,00	61	25,4	25,4	100,0
	Total	240	100,0	100,0	

KK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	4	1,7	1,7	1,7
	3,00	158	65,8	65,8	67,5
	4,00	78	32,5	32,5	100,0
	Total	240	100,0	100,0	

Frequencies

Statistics

		NL1	NL2
N	Valid	240	240
	Missing	0	0

Frequency Table

NL1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	3	1,3	1,3	1,3
	3,00	145	60,4	60,4	61,7
	4,00	92	38,3	38,3	100,0
	Total	240	100,0	100,0	

NL2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2,00	4	1,7	1,7	1,7
3,00	170	70,8	70,8	72,5
4,00	66	27,5	27,5	100,0
Total	240	100,0	100,0	

Frequencies

Statistics

	KPTS1	KPTS2	KPTS3
N Valid	240	240	240
Missing	0	0	0

Frequency Table

KPTS 1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2,00	4	1,7	1,7	1,7
3,00	174	72,5	72,5	74,2
4,00	62	25,8	25,8	100,0
Total	240	100,0	100,0	

KPTS 2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2,00	16	6,7	6,7	6,7
3,00	169	70,4	70,4	77,1
4,00	55	22,9	22,9	100,0
Total	240	100,0	100,0	

KPTS 3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2,00	11	4,6	4,6	4,6
3,00	180	75,0	75,0	79,6
4,00	49	20,4	20,4	100,0
Total	240	100,0	100,0	

Frequencies

Statistics

	HP1	HP2	HP3
N Valid	240	240	240
Missing	0	0	0

Frequency Table

HP1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	8	3,3	3,3	3,3
	3,00	123	51,3	51,3	54,6
	4,00	109	45,4	45,4	100,0
	Total	240	100,0	100,0	

HP2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	5	2,1	2,1	2,1
	3,00	165	68,8	68,8	70,8
	4,00	70	29,2	29,2	100,0
	Total	240	100,0	100,0	

HP3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	9	3,8	3,8	3,8
	3,00	173	72,1	72,1	75,8
	4,00	58	24,2	24,2	100,0
	Total	240	100,0	100,0	

Frequencies**Statistics**

		KWK1	KWK2	KWK3
N	Valid	240	240	240
	Missing	0	0	0

Frequency Table**KWK1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	30	12,5	12,5	12,5
	3,00	167	69,6	69,6	82,1
	4,00	43	17,9	17,9	100,0
	Total	240	100,0	100,0	

KWK2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	12	5,0	5,0	5,0
	3,00	170	70,8	70,8	75,8
	4,00	58	24,2	24,2	100,0
	Total	240	100,0	100,0	

KWK3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2,00	9	3,8	3,8	3,8
	3,00	180	75,0	75,0	78,8
	4,00	51	21,3	21,3	100,0
	Total	240	100,0	100,0	

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