MASYARAKAT KEBUDAYAAN DAN POLITIK
Tahun XXI, Nomor 3, Juli–September 2008

Literature on Indonesia’s Democratisation: Plenty of Empirical Details, Lack of Theories
Ulla Fionna

How is Indonesia Possible?
Anton Novenanto

Memahami Teori Konstruksi Sosial
I. B. Putera Manuaba

The Construction of Cultural Identity in Local Television Station’s Programs in Indonesia
Yuyun W.I Surya

Peran Benda Cagar Budaya dalam Proses Pembelajaran
Djoko Adi Prasetyo

Slang sebagai Simbol Replikasi Klas di Yogyakarta
Yusuf Ernawan

Studi Etnografi Semiotika: Angkutan Umum sebagai Gaya Hidup Metropolitan dalam Kartun Benny Rachmadi
Roiklan

Metafora Budaya Sebagai Pendekatan Menajemen
Siswanto

Penerapan POLDA Jatim Standard Organisation (PJSO) 2006: Studi Evaluasi
Yan Yan Cahyana

Acromiocristalis Populasi Pygmy Rampasasa (Kabupaten Manggarai, Pulau Flores, Propinsi Nusa Tenggara Timur)
Rusyad Adi Suriyanto, Janatin Hastuti, Neni Trilusiana Rahmawati, Koeshardjono dan T. Jacob

ISSN 0216-2407
SK Akreditasi (B) no.43/DIKTI/Kep/2008,Tanggal 8 Juli 2008
### Table of Contents

<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Perempuan dalam Praktek Manajemen Sumber Daya Manusia</td>
<td>257 - 265</td>
</tr>
<tr>
<td>2</td>
<td>Pelecehan Seksual melalui Media Massa</td>
<td>266 - 278</td>
</tr>
<tr>
<td>3</td>
<td>Feminisme dan Pelecehan Seksual dalam Birokrasi Kekuasaan Pemerintahan</td>
<td>279 - 283</td>
</tr>
<tr>
<td>4</td>
<td>Feminisme dan Pelecehan Profesi Berjender Feminin: Sebuah Tantangan Praktisi Public Relations</td>
<td>284 - 292</td>
</tr>
<tr>
<td>5</td>
<td>Gangguan Stres Pasca Trauma pada Korban Pelecehan Seksual dan Perkosaan</td>
<td>293 - 302</td>
</tr>
<tr>
<td>6</td>
<td>Pelecehan Seksual: Tinjauan Psikologis</td>
<td>303 - 306</td>
</tr>
<tr>
<td>7</td>
<td>Penegakan HAM dan Perlindungan terhadap Korban Pelecehan Seksual</td>
<td>307 - 312</td>
</tr>
<tr>
<td>8</td>
<td>Responses of Muslimat and Fatayat to the Quota for Woman in the 2004 Election</td>
<td>313 - 327</td>
</tr>
</tbody>
</table>
**Perempuan dalam Praktek Manajemen Sumber Daya Manusia**

**Women in the Practice of Human Resource Management**

1. Jusuf Irianto --> Jurusan Administrasi Negara FISIP, Universitas Airlangga, Jl. Airlangga 4-6, Surabaya, 60286, Indonesia / yirianto_fisip@unair.ac.id

**Abstract**

The number of women in private and public organizations is increasing, but they are not reaching top management levels. Women are experiencing bad policy implementation constituted by human resource management practices. Managerial levels dominated by male managers have blocked women’s opportunity to undertake sufficient training and development that can increase their competencies, facing differentials wage, and women vertical career mobility. The phenomenon has been portrayed as ‘glass ceiling’ and ‘managerial blocked’. Moreover, women in Indonesia experienced another negative conduct, namely, sexual harassment that has been a sensitive issue in management. Alternatives of solutions scheme should be formulated to protect and to serve women reaching for comfortable and more secure workplace. Women issue in organizations is a blessing in disguise creating effectiveness of human resource management practices.

Keyword : HRM, practices, organizational, barriers, women, issue,

**Daftar Pustaka :**

12. R.J. Burke, (2001). Organizational Values, Work Experiences and Satisfactions among Managerial and Professional Women. :
17. P. Fosh, (2005). Female Managers in Taiwan: Oportun-ities and Barriers in Changing Times. :
22. A. Gale, (2001). Women, equality, and construction. :
24. J.V. Gallos, (1995). When Authority She; a Male Student Meets a Female Instructor. :
25. C. Grun, (2004). Direct and Indirect Gender Discrimination in the South African Labour Market. :
64. J. Wajchman, (1996). Desperately Seeking Differences: is Management Style Gendered?