

**LEMBAR
HASIL PENILAIAN SEJAWAT SEBIDANG ATAU *PEER REVIEW*
KARYA ILMIAH: PROSIDING**

Judul Karya Ilmiah : A Phenomenological Investigation of Career Stagnation Among Indonesian Women

Jumlah Penulis : 3 orang

Nama Penulis : Mirwan Surya Perdhana, Dian Ratna Sawitri, dan M. I Muslim

Status Pengusul : Penulis anggota/ penulis ke-2

Identitas Prosiding :

- a. Judul Prosiding : Contemporary Research on Management and Business Proceedings of the International Seminar of Contemporary Research on Business and Management (ISCRBM 2021)
- b. ISBN : 978-1-032-28259-6
- c. Thn Terbit, Tempat Pelaks. : 2023, Semarang, Indonesia
- d. Penerbit/Organiser : CRS Press, Taylor & Francis Group
- e. Alamat Repository/Web : <https://www.taylorfrancis.com/books/oa-edit/10.1201/9781003295952/contemporary-research-management-business-siska-noviaristanti?refId=110b325b-54dc-468a-b82e-064c16f54149&context=ubx>

Alamat Artikel : <https://www.taylorfrancis.com/chapters/oa-edit/10.1201/9781003295952-73/phenomenological-investigation-career-stagnation-among-indonesian-women-perdhana-sawitri-muslim>

- f. Terindeks di (jika ada) : Google Scholar

Kategori Publikasi Prosiding : *Prosiding* Forum Ilmiah Internasional
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Hasil Penilaian *Peer Review* :

Komponen Yang Dinilai	Nilai Maksimal Prosiding		Nilai Rata-rata
	Reviewer I	Reviewer II	
a. Kelengkapan unsur isi prosiding (10%)	1	1	1
b. Ruang lingkup dan kedalaman pembahasan (30%)	3,5	4	3,75
c. Kecukupan dan kemutakhiran data/informasi dan metodologi (30%)	3,5	3,5	3,5
d. Kelengkapan unsur dan kualitas penerbit (30%)	4	4	4
Total = (100%)	12	12,5	12,25
Nilai Pengusul = 40% x 12,25 : 2 = 2,45			

Reviewer 2,

Prof. Dr. Drs. Cholichul Hadi, M.Si., Psikolog
NIP.196403231989031002
Unit kerja: Fakultas Psikologi Universitas Airlangga
Bidang Ilmu: Psikologi

1 Mei 2023

Reviewer 1,

Prof. Dr. Hamdi Muluk, M.Si
NIP. 196603311999031001
Unit kerja : Fakultas Psikologi Universitas Indonesia
Bidang Ilmu: Psikologi

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Hasil Penilaian *Peer Review*:

Komponen Yang Dinilai	Nilai Maksimal Prosiding		Nilai Akhir Yang Diperoleh
	Internasional	Nasional	
	<input type="text" value="15"/>	<input type="text"/>	
a. Kelengkapan unsur isi prosiding (10%)	1,5		1
b. Ruang lingkup dan kedalaman pembahasan (30%)	4,5		3,5
c. Kecukupan dan kemutahiran data/informasi dan metodologi (30%)	4,5		3,5
d. Kelengkapan unsur dan kualitas penerbit (30%)	4,5		4
Total = (100%)	15		12
Nilai Pengusul = 40% x 12 : 2 = 2,4			



Catatan penilaian prosiding oleh reviewer:

1. Kelengkapan unsur isi prosiding:

Prosiding ini memiliki unsur-unsur yang sesuai dengan unsur-unsur yang lazim ditemukan dalam prosiding, yaitu terdiri dari title, abstract, introduction, research methods, findings, conclusion, dan references. Title cukup singkat dan menggambarkan isi penelitian. Abstract disusun secara sistematis dan informatif. Introduction memuat gambaran stagnasi karir pada wanita Indonesia. Methods menyajikan informasi mengenai karakteristik partisipan, metode pengumpulan data, analisis data yang akan digunakan. Findings berisikan hasil temuan penelitian yang dibahas secara langsung. Conclusion memuat simpulan hasil penelitian, dan References memuat list dari pustaka yang digunakan dalam penulisan artikel.

2. Ruang lingkup dan kedalaman pembahasan:

Artikel prosiding ini membahas hasil penelitian yang dilakukan secara kualitatif mengenai stagnasi karir yang dialami wanita Indonesia. Faktor individual dan sosial dibahas untuk menyoroti fenomena ini secara komprehensif. Preferensi terhadap kemajuan karir dan terhadap promosi menuju posisi kepemimpinan juga diulas secara sistematis dalam menyoroti stagnasi karir perempuan Indonesia.

3. Kecukupan dan kemutakhiran data/ informasi dan metodologi:

Data yang disajikan untuk artikel prosiding ini tergolong cukup memadai dengan melibatkan partisipan sebanyak delapan orang. Referensi yang digunakan terdiri dari 16 referensi dan 85% diantaranya merupakan terbitan 10 tahun terakhir, yang memberikan gambaran bahwa informasi yang tersaji untuk artikel ini tergolong mutakhir. Metode penelitian yang digunakan telah sesuai dengan tujuan penelitian.

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Artikel prosiding ini membahas kajian yang sesuai dengan bidang ilmu yang ditekuni oleh pengusul, yaitu Psikologi.

Depok, 30 April 2023
Reviewer



Prof. Dr. Hamdi Muluk, M.Si
NIP. 196603311999031001
Unit kerja: Fakultas Psikologi Universitas Indonesia
Bidang Ilmu: Psikologi

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	Internasional	Nasional	
	<input type="text" value="15"/>	<input type="text"/>	
a. Kelengkapan unsur isi prosiding (10%)	1,5		1
b. Ruang lingkup dan kedalaman pembahasan (30%)	4,5		4
c. Kecukupan dan kemutahiran data/informasi dan metodologi (30%)	4,5		3,5
d. Kelengkapan unsur dan kualitas penerbit (30%)	4,5		4
Total = (100%)	15		12,5
Nilai Pengusul = 40% x 12,5: 2 = 2,5			



Catatan penilaian prosiding oleh reviewer:

1. Kelengkapan unsur isi prosiding:

Artikel prosiding ini memiliki unsur-unsur yang lazim ditemukan dalam sebuah prosiding, yaitu title, abstract, introduction, research methods, findings, conclusion, dan references. Title disajikan dengan singkat namun sudah dapat menggambarkan isi penelitian. Abstract disusun secara runtut. Introduction memberikan informasi mengenai kilasan review terhadap literatur tentang stagnasi karir wanita Indonesia. Methods menyajikan informasi akurat tentang karakteristik partisipan, metode pengumpulan data, analisis data. Findings menyajikan temuan dari analisis data penelitian yang kemudian langsung dibahas. Conclusion memaparkan simpulan hasil penelitian secara singkat, dan References berisikan list dari pustaka yang digunakan dalam mendukung penulisan artikel prosiding ini.

2. Ruang lingkup dan kedalaman pembahasan:

Artikel prosiding ini membahas penelitian kualitatif mengenai gambaran stagnasi karir yang dialami wanita Indonesia. Hasil analisis data menunjukkan bahwa fenomena ini dapat disoroti dari faktor individual dan sosial yang dibahas secara lengkap bersama dengan preferensi terhadap kemajuan karir dan preferensi terhadap promosi menuju posisi kepemimpinan, yang juga diulas secara komprehensif.

3. Kecukupan dan kemutakhiran data/ informasi dan metodologi:

Data yang disajikan untuk artikel prosiding ini tergolong cukup memadai dengan keterlibatan partisipan penelitian sebanyak delapan orang. Referensi yang digunakan untuk mendukung artikel prosiding ini terdiri dari 16 referensi. Kemutakhiran informasi ditunjukkan dengan 85% dari referensi yang digunakan merupakan terbitan 10 tahun terakhir. Metode penelitian dan teknik analisis data yang digunakan telah sesuai dengan tujuan penelitian.

4. Kelengkapan unsur dan kualitas penerbit:

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5. Indikasi plagiasi:

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6. Kesesuaian bidang ilmu:

Artikel prosiding ini membahas area penelitian yang sejalan dengan bidang ilmu yang ditekuni oleh pengusul, yaitu Psikologi.

Surabaya, 30 April 2023

Reviewer



Prof. Dr. Drs. Cholichul Hadi, M.Si., Psikolog

NIP. 196403231989031002

Unit kerja: Fakultas Psikologi Universitas Airlangga

Bidang Ilmu: Psikologi

[A phenomenological investigation of career stagnation among Indonesian women](#)

[MS Perdhana, DR Sawitri... - ... Research on Management ..., 2022 - library.oapen.org](#)

This qualitative study investigates the antecedents of career stagnation among female senior staff in an Indonesian non-profit, religious-based organization. Following the rise of women leadership in Indonesian organizations, knowledge about the condition of women leadership in Indonesia is lacking. Using a phenomenological approach, this study interviewed eight senior female staff working in two Indonesian zakat foundations to gain insight about their leadership capability and career advancement opportunities. The findings ...

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CONTEMPORARY RESEARCH ON MANAGEMENT AND BUSINESS

**PROCEEDINGS OF THE INTERNATIONAL SEMINAR OF
CONTEMPORARY RESEARCH ON BUSINESS AND
MANAGEMENT (ISCRBM 2021), 18 DECEMBER 2021,
JAKARTA, INDONESIA**

Edited by
Siska Noviaristanti



CRC Press
Taylor & Francis Group



Jakarta, December 18th 2021

ISCRBM 2021

International Seminar of Contemporary Research on Business and Management 2021

SUB THEMES:

Human Resources
Finance
Marketing
Operation
Strategic Management
Entrepreneurship

Theme:

Driving Sustainable Business Through Innovation

The business has to deal with Covid -19 Pandemic. A New approach for managing business to survive in the competition is indispensable. Innovation is the key answer for all organization to stand and survive in the new normal and beyond. APMMI proudly present the 5th ISCRBM 2021 in a fully online format, All process from registration, paper submission, reviews, to presentation will be conducted online through digiseminar.id



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➤ Rector of Universitas Indonesia



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SPEAKER:

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Registration Link: bit.ly/ISCRBM2021

Important Dates:

1. Extended deadline for abstract submission digiseminar.id **November 22nd 2021**
2. Notification of Acceptance **November 23rd 2021**
3. Final Payment **November 30th 2021**

4. Deadline Full Paper and Persentation Material (Video and File PPT) Submission in digiseminar.id **December 11th 2021**
5. Conference Date **December 18th 2021**
6. Deadline for Revised Full Paper Submission **2nd January 2022**

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The effect of overall e-service quality on repurchase intention, word of mouth and site revisit of local fashion brand customers

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ABSTRACT: The study aims at developing new knowledge to better understand the importance of the utilitarian and hedonic dimensions of e-Service quality affecting consumer satisfaction and trust in a local fashion brand official website, thus the customers will always have the intention to visit, repurchase and recommend it to their relatives. The findings of this study indicate that enjoyment, as the dimension carried, was proven to be valid and significant as a construct of e-service quality. The results also show a significant positive effect of e-service quality on customer satisfaction and customer trust. In addition, there was a significant positive effect of customer satisfaction and customer trust on consumer loyalty. This study also proves a significant positive effect of customer satisfaction and customer trust as a mediating role between e-service quality and repurchase intention.

1 INTRODUCTION

The fashion industry in Indonesia continues to grow rapidly, so that it becomes one of the industries that contributes to improving the country's economy. The fashion industry in Indonesia is growing because of the role of e-commerce. According to the Katadata Insight Center and Kredivo, fashion and accessories products are the product category with the biggest number of transactions in e-commerce in 2020. E-commerce also makes it easier for these local fashion brands to market their products so that they are more widely known. This has also led to increasingly fierce competition among fashion business players. Local fashion brands have the freedom to determine the type of e-commerce used to sell their products. Many fashion brands choose a marketplace as a platform to market their products. However, not a few fashion brands have taken steps to create an online platform in the form of a website for doing business because all the design, catalog display, and website features can be made according to the branding that the brand wants to build.

Going online, however, presents fashion brands with the responsibility and challenge of ensuring that customers are as satisfied when shopping online as they are when shopping in a retail store. A company must deliver superior service experiences to its customers so that they will repurchase and be loyal to the company (Rita et al. 2019). To obtain high levels of customer satisfaction, high service quality is needed, which often leads to favorable behavioral intentions. A website with good system quality, information quality, and e-service quality is a key to success in e-commerce (Rita et al. 2019).

Many researchers have studied the concept of e-service quality. However, most e-service quality measures emphasize more towards its utilitarian qualities (Wolfenbarger & Gilly 2003). Bauer et al. (2006) then stated that the construct of e-service quality is not complete without the hedonic aspect, thus implying that ignoring the hedonic aspect of e-sq leads to a biased understanding of the construct. They then, at that point, discovered the eTransQual scale. The discoveries from their examination support the need to measure both aspects of e-service quality, as they found that estimating only one was deficient in catching all parts of e-shopping behavior. To et al. (2007)

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Dimensions of Islamic business coaches' role: A second order confirmatory factor analysis (CFA)

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ABSTRACT: Business coaching is believed to be an alternative method of helping entrepreneurs to achieve their goals. Among the keys to successful business coaching is the role of a business coach. Measuring the Islamic business coach's role questionnaire using second order Confirmatory Factor Analysis (CFA) supports the process of coaching small businesses. This paper expounds on this questionnaire as comprising the Islamic business coach's role dimensions using CFA to examine the validity and reliability of the instrument for the success of Islamic business coaching in Indonesia. The data was from a sample of 150 small businesses who engage Islamic business coaching in Central Java, Indonesia. The Islamic business coach's role questionnaire is a 7-point Likert-scale survey consisting of 16 items which each dimensions are 4 items. The validity and reliability of the Islamic business coach's role questionnaire were tested with second order CFA using AMOS version 23. Second order confirmatory factor analysis techniques were used on the hypothesised model with four latent variables of business coaches' role, namely listener, sounding board, adviser, and spiritual motivator. The result reveals that the goodness-of-fit indices are adequate with the hypothesised model using the fit indices criteria. Each indicator was proven valid and reliable. It means that all indicators are accepted to measure business coach's role. In conclusion, business coaches enable Islamic business coaching success. The findings will benefit Islamic business coaches in designing an Islamic business coaching framework.

1 INTRODUCTION

There are many important roles for business coaches within a company, for example, advancing workforce, learning and development, responding to changes in entrepreneurial schedules, or improving skills for certain tasks (Pavlič & Heričko 2018). There were eight trainers who took part in training programs using action learning methods organized by government agencies. Sullivan (2012) found that participants could not receive knowledge in the learning process effectively because of work pressure. So, coaches must be flexible in their approach. Business coaches must be empathetic, convey understanding in non-judgmental ways and listen to small business problems. The most important characteristic for a coach is listening to his client well and asking questions in a non-judgmental way, but being a technical expert is not a requirement for a coach (Altopiedi & García 2020). In some cases, business coaches must take an approach that focuses on solutions using structured questions to find themselves and small businesses must have the ability to see their problems as opportunities for learning (Korotov 2021). Some studies claim that religiosity has a positive influence on the performance of small businesses (Wu & Parkvithee 2017). This also applies in the context of Islamic Business Coaching (IBC) because religious values are included

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The effect of flow to visit intention moderated by perceived awareness of safe travel campaign

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ABSTRACT: The paralyzed tourism situation during the pandemic has made some entrepreneurs and companies use VR technology to invite consumers to travel. Virtual reality provides consumers with the selected destination experience in a new and unique method. This study employed the safe travel campaign as important travel guidance in the pandemic era to be a moderating factor. This study aims at analyzing the effect of sense and information quality on flow and visit intentions, and moderation from perceived safe travel campaigns. This study was quantitative and included a statement stating that the respondent had done virtual travel and had never visited the place. This study was conducted using the probability sampling method with a total of 223 respondents. The data in this study was processed using AMOS 24 with the SEM method. The results show that sense strongly affected telepresence, and quality information positively affected the flow experience. Satisfaction positively affected visit intentions with a safe travel campaign as moderated. The result of the moderation test proved that there was no effect from the safe travel campaign to influence customer visit intentions.

Keywords: virtual travel, flow, sense, quality of information, visit intention, telepresence, Perceived Awareness safe travel campaign.

1 INTRODUCTION

Tourism is a sector that plays a significant role in state treasury income, but the COVID-19 outbreak has made the tourism sector powerless. Moreover, tourism is considered the first sector and most affected by the COVID-19 pandemic. Seeing the unpredictable situation of the pandemic, several travel agencies provide virtual services. Previously someone had to visit certain destinations to experience the travel experience. With the development of tourism, technology in tourism has begun to use virtual reality. In the digital era, virtual reality has become a new tool for destination marketing (An et al. 2021). Several studies confirmed that virtual reality is effective in inducing a sense of being in the focal location, and possibly increasing tourist intention to visit a destination (An et al. 2021; Kim et al. 2018). This study also employed the safe travel campaign as important travel guidance in the pandemic era to be a moderating factor.

This study adopted the flow theory and the stimulus-organism-response (SOR) model. Flow is a fundamental concept for capturing users' state of mind and feelings (An et al. 2021). Furthermore, the SOR model is a useful theoretical framework to explain the psychological process through virtual travel attributes. Sense and quality information are important as the stimulus for this study. Telepresence, focused attention and temporal distortion are organism that can affect the rate of satisfaction and visit intentions. There are three purpose of this study: (1) Does virtual travel content significantly affect the flow experience? (2) Can flow experience significantly affect satisfaction? (3) Can the Safe travel campaign significantly moderate the relationship between satisfaction and intention to visit?

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A phenomenological investigation of career stagnation among Indonesian women

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ABSTRACT: This qualitative study investigates the antecedents of career stagnation among female senior staff in an Indonesian non-profit, religious-based organization. Following the rise of women leadership in Indonesian organizations, knowledge about the condition of women leadership in Indonesia is lacking. Using a phenomenological approach, this study interviewed eight senior female staff working in two Indonesian zakat foundations to gain insight about their leadership capability and career advancement opportunities. The findings of this study revealed the influence of individual, social and preference factors towards career advancement and promotion to leadership position. Implications for human resource practice were discussed.

1 INTRODUCTION

Women's involvement in Indonesia's labor market has increased over the years. Based on the data released by the International Labour Organization, 38% out of 127 million workers in Indonesia are women (International Labour Organization 2016). This is in line with the data released by Statistics Indonesia (2016), which demonstrated that women's workforce has increased from 42.668.611 in 2015 to 45.468.346 in 2016. Despite an increase in the number of women within the workforce, it seems that the opportunity for women to rise to managerial positions in Indonesia is still limited. The lack of appropriate qualifications was argued to be the main barrier for women to rise to managerial positions (Bjerk 2008), along with the discrimination within the performance evaluation system among men and women (Jogulu & Wood 2008).

2 LITERATURE REVIEW

The glass ceiling phenomenon refers to any barrier hindering the career advancement of women (U.S. Glass Ceiling Commission 1995). Laksanti et al. (2017) investigated the glass ceiling phenomenon in Indonesian private and public organizations, and their findings demonstrated that the glass ceiling was considered absent. The participants could not recall any kind of action or policy that hindered their career advancement in the past. Yet, all of them were still 8 to 9 levels below the CEO within the organization's career path despite the fact that they would retire within 5 to 7 years. Laksanti et al.'s (2017) findings might be caused by the ability of Indonesian women to cope with the glass ceiling, which made them feel that they have never experienced it.

Research findings from other South-East Asian countries have also revealed that there were specific factors contributing to the women's career advancement. According to Li and Leung (2001),