

Behaviour of User of Women Workers of Hero Supermarket Jakarta in Foster Family Pattern



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Abstract

Female workers have to face the reality of supporting family's financial problems and taking care of their children. This is not an easy condition, they have to run their role as employee, mothers and wife. To run this decision, Female workers need support from family, parents and the environment. The thing that can't be avoided is gadget usage as one of tools and games in the family. The research methods use qualitative with descriptive data analysis. The result was gained by distributing a questionnaire on Parenting Seminar which was held by Hero Supermarket Workers Association on 16 th Mei 2016. The respondents were delegated Female Hero Supermarket workers from east Jakarta. The result showed From 39 responden, 92,3% of the respondent gave smartphone to their children. 35,9% respondents gave smartphones to their children to play games, 20,5% to communicate with their children by whatsapp, message texting and telephone. The relationship and communication between respondents and their husband is quite positive. 71,8% showed that they always discuss everything related to family's matter to their husband, 51,3% don't have any difficulties communicating with their husband. Respondents understand that giving smartphones to toddlers will have a negative impact. That worries them, but they haven't figured out the solution to this problem. Female workers in Hero Supermarket have limited access to parenting information. This encourages Hero Supermarket to hold the seminar and balance the needs of the worker and make them feel comfort while working and raising their family.

Keywords : Hero's Supermarket Female Workers, Gadget using, Parenting.

I. INTRODUCTION

Use of the Gawai in

Elly Risman's family, an early childhood education expert and founder of our Foundation and Buah Hati, said parents should not give their gadgets or smartphones to their children. It was presented in a seminar themed — educating children in the Digital age, || at Cikeas Natural School, 6 December 2014. One of Elly Risman's concerns over the child's smart gadgets is that the technology can pave the way to pornography and addiction. Another research conducted by the Pediatrician Assembly meeting, San Francisco United States on May 5, 2017, showed that from 894 children aged 6 months to 2 years in Toronto, Canada, 20% were using smart gadgets for an average of 28 minutes a day. 50% of children who spend time with smart gadgets, at least 30 minutes a day, experience a late talk.

(<http://www.independent.co.uk/life-style/health-and-families/child-smartphone-tablet-usage-speechdelays-toddlers-a7719066.html>, accessed July 10, 2017). The use of smart gadgets in children not only interferes with the development of children, but also disrupts the child's physical. In China, in 2015, children who have Miopi (long-sightedness) increased to 90%. It was delivered by Robert DiMartino, OD, professor at the Optometry clinic. One of the triggers is the child's eye interaction to the screen of the phone, tablet or laptop. Children's phenomena, gadgets and parents are also commonly seen in the lives of Indonesian people, especially Jakarta. It's too common to see kids spending their time in internet cafes, with smartphones and more. The introduction of a child with a gadget of course cannot be detached from the role of parents. These parents were the first to bring gadgets in the lives of children. Start with photos and upload them to social media, just listen to songs or videos of children and so on.

The use of gadgets seems to have been supported in children's foster pattern. Not infrequently we see children who have already been addicted to the gadget. The behavior of an already addictive child, usually indicated by his destructive attitude if not allowed to access the gadget, the shape can be angry, crying and slamming whatever he finds, even when in public. On the other hand, many parents also do not understand how smart gadgets are. Human eyes and brains are the most late organs of its development. The new eye becomes perfect when the child enters the age of 2-5 years. While the human brain also develops perfectly at the age of 0-2 years and continues until the age of 5 years. The colorful and dynamic phone screen makes the child's eye need to be at maximum accommodation prematurely. In addition, the distance between smartphones and children's eyes tends to be very close (one to two) and is personal, unlike laptop or television screens that require further visibility than the screen of the phone.

([ww.aoa.org/patientsand-public/good-visionthroughout-life/childrensvision/preschool-vision-2-to-5-years-of-age? sso = y](http://www.aoa.org/patientsand-public/good-visionthroughout-life/childrensvision/preschool-vision-2-to-5-years-of-age? sso = y), retrieved July 10, 2017). Elly Risman added, because the character of the phone is very personal and the Rangsangannya is treated directly to the brain, so the information that enters the child's head also greatly affects the development of his brain. From smartphones children have been starting a variety of information, ranging from knowledge of various colors, various languages, fashion, to human behaviour. In fact, according to Siska Yudhistira Massardi, the education expert of Sentra method, as well as chairman of Yayasan Batutis Al Ilmi, in an educational training center at Batutis Al Ilmi School, December 2016, children aged 0-2 years only need to be introduced in the primary colors (red, yellow, blue). The introduction to color should be gradual, starting from the primary colour recognition, to the mixing of the primary color giving birth Secondary color.

In 2015, researchers also researched 7 mothers in the Cileungsi area about their behavior in using gadgets and social media. The research conducted with the Focus Group Discussion showed that 91% of mothers use gadgets in parenting. Gadgets form smartphones, tablets and

laptops. These mothers understand correctly that the gadget understands the consequences of the use of gadgets in children. 71% of them have social media accounts, using those social media accounts to add knowledge, connect with friends and find other information. Two mothers admitted, that while accessing social media they often did not realize the time passed so fast. Another reason to use social media is to relieve stress, because as a mother, they are often at home every day and do endless homework (Nurhablisyah, 2015:362).

Elly Risman's concerns over the use of smart gadgets in children, because in some research conducted by our foundation and Buah Hati, smart gadgets become the gate of child behaviour in using games (electronic games on phones/tablets) and pornography. Here are the effects of games played through smart gadgets:

- a. It causes Repetitive Strain Injury, because it is when playing children in the same position for a long time.
- b. Scrape lutein on the retina of the eye. The screen of the phone, tablet, laptop has radiation levels, while the child's eyes are not perfect can be technically and cause the child's eyes to be damaged.
- c. As the founder of Ayan/Epilepsy.
- d. Introducing children to pornography, some games show the clothes, behaviors and scenes that have not been precisely watched by children.

Guild Hero Supermarket (SPHS) DPW East Jakarta

On 16 May 2017, Indonesian Hero Supermarket Indonesia, DPW East Jakarta, held an event to empower female employees. The event also held a parenting seminar aimed at providing insight into how women workers can manage the time between working in the office and taking care of the family. At the event, researchers distributed a questionnaire to participants that numbered about 60 people. This was the first time this event was held and received a very positive response from the seminar participants.

The Hero trade union Supermarket, was newly established on 1 September 1999 with a total of 13,000 members spread across Indonesia. The purpose of the establishment of SPHS is as an enforcement of rights and obligations between employees and PT. Hero, so it can cooperate to create a perfect management unit so that it reaches the welfare of employees. For DPW East Jakarta, the total number of members is about 1,300 people who are all employees of the various Hero Supermarket stores. In the seminar activities, participants were represented in the store in the East Jakarta area. The activity itself takes place at — Learning Centre || Hero Supermarket, Giant extra Pondok Kopi East Jakarta.



Figure 1. The atmosphere of Seminar

Parenting in the family

Humans are naturally equipped with instincts to nurture children they were born or nearby. Sir Michael Rutter believes, in a family foster pattern, humans use 60% of his natural instincts, while 40% is the result of an upbringing brought from the environment. (Meggitt, 2012:18). Parenting Style or family foster pattern, refers to the overall pattern in parenting, not just a single action. According to Diana Baumrind in (Meggitt, 2012:18-19) There are four parenting styles based on the responsive relationship between parents and children:

a. Authoritarian style, this style is characterized in a rigid or color manner, many punish and always regulate child behavior. Parents often emphasize adherence to parents. Discussion between parent and child is slightly done. Parents receive no objection from the child. The Level of the affection of the child tends to be low.

b. Authoritative style, or better known with a moderate parental care style. The hallmark of this style is; Parents give their children the freedom to learn the consequences of their actions and mistakes, parents explain why the rules are important and should be followed, parents will receive the child's explanation, even if not necessarily agree, the attitude of parents remains Assertive, affectionate, friendly and warm. This style is also characterized by a high standard of behaviour for child behaviour and teaches children to be self-reliant.

c. Permissive or generous style. This style is full of warmth, acceptance, but lack of control over the child. Parents deeply appreciate the child's freedom in expression, no behavioral limitations, parents allow the child to have his or her own rules. Parents also do not set high standards for children, unlike the authoritarian and authoritative styles.

d. Default style or ignore style and not engage with children. This style is characterized by the presence of parents in the accompanying child's activities, the elderly only demands a little of the child and feels less warm. Parents also tend to respond to little child action, in other cases, parents are impressed to reject the child's presence and lack of attention.

Parenting impact

The parenting style in the family will have an effect on the development of the child's character and temperament, although in reality each child has a different character and the parents can adjust the proper style. The impact of parenting style according to Meggitt, 2012:20 is as follows:

a. The authoritative force, in general, children in the authoritative parenting is more adaptable, more competent in social life. Parents can balance between emotional warmth and appreciation for the child's independence.

b. Authoritarian style, children in this parenting pattern tend to be prone to stress and less spontaneous. Parents are considered too stiff and the child should accept all the decisions of parents, children also lack expressive freedom. In the future, children who are accustomed to not given the freedom of difficulty to determine their wishes/needs.

c. Permissive force, children who live in this style will have difficulty controlling their impulses, they tend to be childish and irresponsible.

This research is a quantitative study with the method of dissemination of questionnaires. The questionnaire questions used a closed poll of the goal so that the respondent chose the answer

that best suited the reality he experienced. The spread of questionnaires was conducted when researchers participated in the event — the Parenting Seminar for Women Workers II held by the Guild Hero Supermarket of DPW Jakarta Timur on 16 May 2017. Seminar activities conducted at 13:00 to 16:00. In the event, there were 60 participants (including managers and organizers), but only 48 participants filled the questionnaire. The average educational background of the respondent is high school graduates and is married. The data analysis technique uses descriptive statistics, which is to see the frequency distribution of each question. The respondents were taken by Purposive Sampling where the respondents were chosen based on criteria according to the research purpose (Kriyantono, 2009:156). The purpose of the research in this case is to know — the behavior of the female worker Hero Supermarket Jakarta in foster family patterns.

After the questionnaire is disseminated, the next stage is the input data to be processed. Data processing uses the Excel program, because the data form is only a frequency and does not look for causal relationships or influences on two or more variables. After the data is processed, the data is then analyzed and concluded as the research result. In daily activities, respondents who are married and have children, generally leave their children at home with their families or caregivers. Respondents worked in the office for 8-10 hours a day (including travel time from home to work site). During the holidays (Saturday and Sunday), not necessarily the respondents also holiday, because it works in the field of retail, the holiday depends on the shift.

This organization is formed by the company in accommodating employee aspirations. But not all employees can participate in the organization, because to be able to join the organization employees are obliged to participate in a variety of organizational activities such as management meetings, activities and so on. Generally, employees who belong to this organization are those who have previous organizational experience, love to find new experiences and can publicly express their opinions in public. Currently, for East Jakarta DPW There are 70 members representing the female employees of Hero Supermarket East Jakarta. However, during the event activities only 60 people can attend.

II. RESULT AND DISCUSSION

The method used in this research is a survey with technique correlational analysis. In analysis correlational, the main thing being analyzed is a correlation coefficient, i.e. a number which shows the degree of relationship between two variables that have a relationship cause and effect and mutual cooperation change. The variables of this research are dependent variable (dependent variable) which strengthens tFor the demographic category of data processing, the following results are obtained; a. From 60 questionnaires are disseminating and asked to be filled, only seminar participants are filling, while organizers and managers do not fill. The number of returned questionnaires was 39 pieces.

b. The average education of respondents is SMU, as for those who have a background of D3 there are 2 people, D2 there is 1 person and S1 there is 1 person. c. All respondents were women consisting of Betawi, Sundanese, Javanese and mixed from various tribes. Religious respondents consisted of Islam, Protestant Christian and Catholic Christians. Results from the behavior category of smart gadgets usage (table 1.), 100% of respondents answered using smart gadgets and 36 respondents or 92.3% connected to Internet connections through their phones. According to the respondents, as well as to the young and younger for unmarried respondents. In table 2. The average respondent introduced the smart phone to the child, aged 5-7 years, that is, as many as 13 people (33.3%), children who have been introduced mobile phones/gadgets at the age of 2-4 as much as 10 people (25.6%), 0-2 years as many as 3 people (7.7%), and the age of 4-5 years 3 people (7.7%). Respondents who did not answer there were 10 people (25.6%).

Table 1. Is father/mother introducing the phone to the child?

		Freq	%	Valid Percent	Cumulative Percent
Valid	Ya	36	92.3	92.3	92.3
	Tidak	2	5.1	5.1	97.4
	Tidak Menjawab	1	2.6	2.6	100.0
	Total	39	100.0	100.0	

Table 2. Since what age are the children familiar with smartphones/gadgets?

		Freq	%	Valid Percent	Cumulative Percent
Valid	0-2 tahun	3	7.7	7.7	7.7
	2-4 tahun	10	25.6	25.6	33.3
	4-5 tahun	3	7.7	7.7	41.0
	5-7 tahun	13	33.3	33.3	74.4
	Tidak Menjawab	10	25.6	25.6	100.0
	Total	39	100.0	100.0	

Most likely the respondent who did not answer due to forgetting or not yet. Have a child/nephew/sister. Further questions regarding parental habits in using mobile phones. Table 3. Show the parents who spend time with a mobile phone 1-2 hours a day as much as 10.3%, while answering erratic as much as 74% and who did not answer as much as 15%. Because generally respondents are workers who spend part of their time in the store and on the street. While at work, store employees are not allowed to open their phones. Mobile phones can be accessed at the moment instead of busy hours and not in front of the

customer. Arriving at home, generally married workers should be faced with the obligation to take care of households. This is what leads to their time with the phone not.

Table 3. How long is my father/mother using a smartphone in a day?

		Freq	%	Valid Percent	Cumulative Percent
Valid	1-2 jam	4	10.3	10.3	10.3
	Tidak Menentu	29	74.4	74.4	84.6
	Tidak Menjawab	6	15.4	15.4	100.0
	Total	39	100.0	100.0	

Erratic and not too much. From the data processing results in table 4. Obtained by the number of parents who give flexibility to the child in using a smartphone as much as 20.5%, while parents who do not give freedom to use the smartphone as much as 48.7%, while those who do not Answer as much as 30.8%. When leaving a child at home, or while on a holiday together, parents give a child to use the phone. While on the table. 5, generally the use of smartphones in children is to play games, which is 35.9%.

Table 4. Does father/Mother give freedom to the child to use a smartphone/gadget?

		Freq	%	Valid Percent	Cumulative Percent
Valid	Ya	8	20.5	20.5	20.5
	Tidak	19	48.7	48.7	69.2
	Tidak Menjawab	12	30.8	30.8	100.0
	Total	39	100.0	100.0	

Table 5. For what usually children use smartphones/gadgets?

		Freq	%	Valid Percent	Cumulative Percent
Valid	Sekedar WA, telepon dan SMS	8	20.5	20.5	20.5
	Media sosial, selfi dan rekam video	5	12.8	12.8	33.3
	Games	14	35.9	35.9	69.2
	Surfing, cari info dan sebagainya.	3	7.7	7.7	76.9
	Tidak Menjawab	9	23.1	23.1	100.0
	Total	39	100.0	100.0	

The impact on the use of gadgets in children has actually been heard or known by the respondents. Nevertheless, the respondent still gives the child a smartphone even though its use is still under control. Table 6. shows that as much as 71.8% of respondents felt worried that smartphones could have a bad impact on their child.

Table 6. Is father/mother worried about the development of the fruits, especially those who are with the use of gadgets?

		Freq	%	Valid Percent	Cumulative Percent
Valid	Ya	28	71.8	71.8	71.8
	Tidak	1	2.6	2.6	74.4
	Tidak Menjawab	10	25.6	25.6	100.0
	Total	39	100.0	100.0	

The concern in parenting is not merely a mother's affair. But it is the responsibility between father and mother. Therefore, in the next question, whether the respondent has always discussed various matters relating to the foster pattern in the family with the husband/wife. Table 7. Shows 71.8% of respondents answered they always discussed all decisions with the partner. Good enough respondent communication with the spouse can also be seen from Table 8. Where 51.3% replied did not find it difficult to talk together with their spouse. That is, despite being busy outside.

Table 7. Is in taking all decisions in the family, fathers and mothers always discussing it first?

		Freq	%	Valid Percent	Cumulative Percent
Valid	Ya	28	71.8	71.8	71.8
	Tidak	4	10.3	10.3	82.1
	Tidak Menjawab	7	17.9	17.9	100.0
	Total	39	100.0	100.0	

The House, the respondent continued to monitor and discuss with his partner about parenting patterns. While the other 12%, replied that they were struggling to talk to a partner. Good discussions between husband and wife are important in the family. Both husbands and wives understand their importance and influence in educating children. This habit is also important as an example to the child in developing an open attitude and mutual trust. When talking with a partner becomes difficult, the communication can be deduced into less fluid and family relationships are not warm. As female workers, this condition will complicate the foster pattern in the family. It is seen in table 9. The respondents who answered had difficulty in regulating the family foster pattern as much as 43.6%. At the end of the seminar, many respondents asked questions about parenting patterns in the family. Many of them found that the children, the nephew and the troubled brother are addicted to the gadget or can not discuss it with the family. Researchers provide.

Table 8. Does the father/mother have difficulties talking intensively with each other?

		Freq	%	Valid Percent	Cumulative Percent
Valid	Ya	12	30.8	30.8	30.8
	Tidak	20	51.3	51.3	82.1
	Tidak Menjawab	7	17.9	17.9	100.0
	Total	39	100.0	100.0	

Become less fluent and family relationships are not warm. As a working woman, this condition will further complicate the foster pattern in

Table 9. Do fathers/mothers often have difficulties in arranging family foster patterns?

		Freq	%	Valid Percent	Cumulative Percent
Valid	Ya	17	43.6	43.6	43.6
	Tidak	11	28.2	28.2	71.8
	Tidak Menjawab	11	28.2	28.2	100.0
	Total	39	100.0	100.0	

Family. It is seen in table 9. The respondents who answered had difficulty in regulating the family foster pattern as much as 43.6%. At the end of the seminar, many respondents asked questions about parenting patterns in the family. Many of them found that the children, the nephew and the troubled brother are addicted to the gadget or can not discuss it with the family. Researchers advise, to immediately regulate the pattern of parenting and talk intensively with the mission and vision of building a family. After the father, the mother, the nanny (grandmother/grandfather or nanny in the house) agreed on the problems and solutions to be undertaken. Adjust parenting patterns with the age of children. Children under the age of 2 years should be kept away from the influence of gadgets and focus on the formation of motor and sensory nerves by playing water, playing dough, sand, ripping, peeling eggs and so on. While children over 2 – 5 years old can be diverted to physical activities and sensory motors that are more complex such as holding scissors, pencils, coloring, folding, writing and others. Children over 5 years old, usually already in school and already have friends, parenting patterns are more emphasized on the footing at home, how to make friends and decide on something as needed. When children understand the needs and rules of social and spiritual life, our fathers and mothers will be quieter in their work. Elly Risman does not recommend working outdoors and allowing the child's foster pattern to others.

However, many mothers have to work because of economic demands and become backbone in large families. This decision is certainly at risk to be lived, therefore women need to be supported and organize the family's life more thoroughly. For parents who have already given the child care, begin spending more time with the child. The presence of parents physically without being bothered by the gadget is very meaningful to the child. In addition, check out all the game programs that are commonly played by the children, and start giving explanations about changes to the foster pattern (limiting the gadgets). It is strongly advised that parents have a high consistency of foster pattern, which means that before forbidding children to use gadgets, parents are modeled first. For example, by saying, the gadget is used for communication in work and supervises the state of the house when they are not home. So when with the children, they took off the gadget. If parents are negligent or make mistakes, feel free to apologize in front of the child. The foster pattern in the family is the responsibility of both parents, as well as the adults around him. Before becoming a parent, it is good that adults planning to marry get a foothold of how to cope with family life, especially getting ready in the face of children's presence and physical and psychological changes.

III. CONCLUSION

From the research on — user behaviour of Hero Supermarket employees in the family foster pattern, the conclusions that can be as follows:

1. The average respondent, which is 92.3% using smartphones in the form of smart phones in daily life and introducing smartphones to children.
2. The age of the child when introduced to the smartphone varies, the most answers are to children aged 5-7 year 33.3%, while to children aged 2-4 years as much as 25.6%. That is, at a relatively very young age children have been exposed to smartphone exposure.

3. A total of 74.4% of respondents answered no definite time in using smartphones, because they worked in the store. When working they are prohibited from interacting with the phone in front of the store customers.

4. A total of 48.7% of respondents answered no flexibility to children using smartphones. 5. Generally children who are given mobile phones use it to play games. As much as 35.9% answered to play games, while the other 20.5% answered the phone used for communication in the form of WA, SMS and telephone.

6. 71.8% of respondents had already heard the impact of smart gadgets on children and claimed to be concerned about the influence of smart gadgets on children. 7. Judging by the interaction of respondents with a husband/family in the family foster pattern, indicates good communication (two-way). It can be seen from the number of respondents, which is 71.8% which is always a discussion before deciding on something in the household.

8. A total of 51.3% claimed to have no trouble speaking with his partner, but as many as 30.8% claimed to be a twitch of talking with a partner.

9. The average respondent, which was 43.6% answered facing difficulties in regulating the family foster pattern.

10. At the end of the seminar session, respondents asked various questions ranging from how to cope with the gadget addiction in children to family issues. Researchers emphasize that being a parent means we have to share all things and not get bored of learning. It is important to understand the child's developmental age and needs. The family foster pattern is determined by the interaction between the husband/wife and other family members who are living together, so it is necessary to discuss the mission and family vision periodically.

11. Being a working mother, it means not letting go of housework obligations. Often workers should also be able to divide the time between work in the office and at home. When with family mothers are advised not to use gadgets.

12. Respondents expect other seminar activities with different themes. As workers, rarely have time to be able to gain knowledge about the science of parenting and activities that children can do without gadgets.

13. Not all respondents answered the question perfectly. In table 1.4, the number of respondents who did not provide an answer of 12 people or 30.8%. The respondent's educational background and the time to fill the questionnaire along with the seminar event are considered factors affecting this state.

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