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

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Prof. Dr. Drs. Cholichul Hadi, M.Si., Psikolog
NIP. 196403231989031002

Unit kerja: Fakultas Psikologi Universitas Airlangga
Bidang Ilmu: Psikologi

Career Congruence with Parents from the Perspective of Gender

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A Comparative Discourse on The Status of Indian Women in The Light of The Quran and Manusmriti

Roy Vettikuzhiyil Joseph

ICRS. Program Pascasarjana
Universitas Gadjah Mada
Yogyakarta, Indonesia.

Christ University and

Dharmaram Vidya Kshetram

Bangalore, India

royvetticmi@yahoo.co.in

Emanuel Gerrit Singgih

Dept. of Theology
Universitas Kristen Duta Wacana
Yogyakarta, Indonesia
gerrit@staff.ukdw.ac.id

Abdul Wahid

Dept. of History
Universitas Gadjah Mada
Yogyakarta, Indonesia
kang_ahid@ugm.ac.id

Abstract— This paper titled “A comparative discourse on the status of Indian women in light of the Quran and Manusmriti, aims at analysing the status of women portrayed in Hinduism and Islam based on Manusmriti and the *Quran*. No religion in their core, teaches that men and women are unequal rather they advocate that human beings are the creation of God. Both are equal before God. But today what we see and experience is definitely otherwise. In many religious traditions, women are discriminated, degraded and even she does not find her space in the religious circle. . Once we analyse the religious history of each religion, we find that it is a product of historical evolution. Distortions have been taken place in the original spirit of the religious doctrines in the course of the history. Androcentric background of the sacred books of Hinduism and Islam and the historical interpolations caused the degradation of women in the historical process. This paper would analyse the similarities and differences on the status of women found in both religions. This paper can be divided into three sections. The first section discusses the status of women in Manusmriti and the second section deals with status of women in the *Quran*. The final section is a solution for the age old problem of injustice and discrimination against women through modern education. It is being substantiated by citing few examples from India. Through education she finds her own space in the society.

Keywords—*status of women, Manusmriti, Quran, Education, India, Hinduism, Islam.*

I. INTRODUCTION

Status of women has been a bone of contention since time immemorial. No religion in their core, teaches that men and women are unequal rather they advocate that human beings are the creation of God. Both are equal before God. But today what we see and experience is definitely otherwise. In many religious traditions, women are discriminated, degraded and even she does not find her space in the religious circle. Once we analyse the religious history of each religion, we find that it is a product of historical evolution. Distortions have been taken place in the original spirit of the religious doctrines in the course of the history. One of the main reasons for side-lining of women from the main streams of the society is the sense of androcentric mentality existing in almost all the societies. This paper aims

at exploring the status of women in two major religions in the world. How woman is depicted in the religious texts of *Manusmriti* and the *Quran*? How interpolations took place in the religious interpretations of these texts? And education is presented as a solution to overcome the age old problem of women inequality. Though there are almost five centuries differences in their origin between *Manusmriti* and the *Quran*, we can find certain similarities and differences regarding the status of women.

II. STATUS OF WOMEN IN MANUSMRITI

The *Manusmriti* is also known as *Manav Dharama Shastra*, is the earliest metrical work on *Brahmanical Dharma* in Hinduism. As per Hindu mythology the *Manusmriti* is the word of *Brahma*, the God. Hindus consider the *Manusmriti* as the divine code of conduct and the status of women depicted in the text has been interpreted as Hindu divine law. Manu may be a mythical person. He is considered as great law giver of Hindu religion. A range of historical opinion generally dates composition of the text any time between 200 B.C.E. and 200 C.E [5]. Here my concern is not about the authorship of *Manusmriti*, but its message concerns a lot. Manu tried to frame, and present a comprehensive personal law for Hindus, which has become a point of reference to the later authorities on personal laws and subsequently became the accepted norm for social and religious relationships in Hindu society and culture. His book is responsible for the present concept of woman and her status in the Hindu society. In the course of time, Hindu religion and Manu’s laws became so much interdependent that they merged into each other to the extent that one could say; to be a Hindu is to be a follower of Manu.

Lots of interpolations have taken place in the original script of *Manusmriti* over the periods. Thereby it lost its meaning and became distorted. The interpreters of Manu’s Codes contributed to the gradual degradation in women’s status [4]. Patriarchy was very strong in the ancient India. It was reflected in the sacred writings and thereby man depicted as meritorious while woman was looked down upon. The ancient Indian families were headed by the father. They usually prayed for begetting a male child. The reason for such a preference was that he (male) would perform

Career Congruence with Parents from the Perspective of Gender

Dian Ratna Sawitri
Faculty of Psychology
Diponegoro University
Semarang, Indonesia
dian.r.sawitri@gmail.com

Abstract— Adolescent-parent career congruence was defined as the degree to which the adolescents perceive parents as fulfilling career exploration, career planning, and career goal setting needs, and the degree to which they perceive parents to be happy, proud, satisfied, or agreeable with their career progress, and the degree to which the adolescents perceive that their parents have similar or matching ideas regarding career interests, career values, career plans, and career goals. This construct is very important in understanding adolescent career development. However, little is known about the dynamics of this construct from the perspective of gender. This study aimed to investigate the differences of the level of congruence between adolescents and their parents regarding career matters in female and male students. We collected data from 291 students from a university in Semarang, Indonesia, M age = 19.93 years, SD age = 5.64, 69.1% female. We used the Adolescent-Parent Career Congruence Scale ($\alpha = .88$). Independent sample t-test demonstrated that there the level of congruence between adolescents and their parents regarding career matters is significantly different in male and female students. Compared to their male counterparts (53.43 ± 8.97), female students (55.81 ± 8.56) demonstrated higher level of career congruence with their parents, $t(164.32) = -2.12$, $p = .04$ ($p < .05$). Female students showed higher levels of supplementary aspect, but not complementary aspect, when compared to male students. Findings from this study highlight the important role of gender in formulating intervention to enhance congruence with parents regarding career matters. Recommendations for students, parents, and practitioners are discussed.

Keywords— career, congruence, gender, students, parents

I. INTRODUCTION

Adolescent-parent career congruence refers to adolescents' perceptions that they and their parents have parallel and corresponding career-related interests, goals, and preferences for the adolescent.¹ The construct of adolescent-parent career congruence consists of complementary congruence domain, i.e., adolescent perceptions that their parents are facilitative in helping them progressing their career goals, and that parents are happy or satisfied with their career progress and track), and supplementary congruence domain, i.e., adolescent perceptions that their parents have corresponding thoughts regarding career aspirations, plans, values, and interest). This construct was developed based on ecological systems theory² and person-environment fit concept.³

According to Bronfenbrenner's (1986) ecological systems theory, individuals will be better adjusted and more satisfied in environments that correspond to their attitudes,

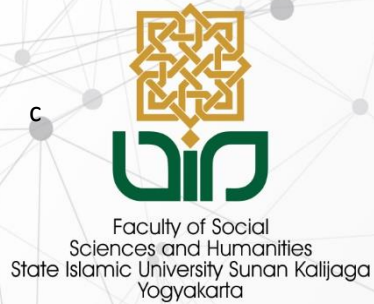
aspirations, values, and expectations. They will be more satisfied when there is a congruence between themselves and their environment.³ Being congruent with parents on career matters demonstrates a fit between adolescents and their family environment in this career-related domain. Such a fit is likely to facilitate and foster career development.^{4,5} On the other hand, lack of congruence been identified as a potential external barrier when deciding on a career.^{6,7} It has the potential to interrupt career development and lead to poorer adjustment and well-being in the adolescent.⁸

In the career literature, congruence with parents regarding career matters is an important career-related skill for adolescents, especially for those who live in collectivistic contexts.^{9,10,11} In collectivistic cultures, individuals define themselves according to their membership in groups (e.g., family). They also emphasize group norms, goals, and needs over their personal ones. In contrast, those in individualistic cultures tend to have less interconnection and more independence. They are focusing on personal rather than group goals and interests.¹²

People in collectivistic cultures are socialized to be primarily responsive to their in-group preference, whereas those in individualistic cultures are more motivated by their own needs.¹³ People in collectivistic cultures are also socialized to maintain harmony and to protect important relationships with others by avoiding direct confrontation and other behaviours that could risk the relationships.¹⁴ Thus, they are motivated to be congruent and adjust themselves to their significant others' expectations and needs, and for children, parents are the most important others.¹⁵

Individuals from collectivistic contexts were more likely to make choices that indicated a preference for conformity, whereas their individualistic counterparts are more likely to decide on choices that represented uniqueness and difference. Similarly, adolescents from collectivistic backgrounds show more willingness and tendency to follow their parents' expectations.¹⁶ For example, they prefer to choose careers that are in line with their parents' suggestion rather than the ones that represent their own passions.¹⁷ As children are likely to consider the needs and desires of significant others in addition to their own when making important decisions¹⁴, ignoring their parents' wishes when deciding on a career is in contrast with their sense of self and their value system.¹⁸

Compared to their individualistic counterparts, those from collectivistic cultures perceive more direct influence from their parents on their career goals and preferences.



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