The Importance of Great Women's Leadership as Primary Educators in Families

Siti Ma'rifah¹, Antoni Ludfi Arifin², Abdul Ghofar Syarief³, Antaiwan Bowo Pranogyo⁴

¹Sekolah Tinggi Agama Islam Shalahuddin Al Ayyubi Jakarta, Indonesia, ²Institut STIAMI, Indonesia, ³Sekolah Tinggi Ilmu Ekonomi GICI Business School Jakarta, Indonesia, ⁴Sekolah Tinggi Ilmu Ekonomi Indonesia Jakarta, Indonesia

Corresponding author e-mail: sitimarifahma@staisa.ac.id

Article History: Received on 14 January 2023, Revised on 12 March 2023, Published on 6 July 2023

Abstract: Based on the findings of a literature research, this article intends to investigate the leadership qualities of a great woman as an educator in the family as perceived through the six value elements of humility, excitement, establishing competences, agility, and tactful. Changes in the millennial period now require that women have equal rights as males in all aspects of life. Women's successes and skills to date have reinforced the assumption that there are little distinctions between men and women. Women's leadership and role as primary educators in the home demonstrate their accomplishments and talents. According to the findings of a literature review from various sources, a great woman is a family leader because she is the one who can effectively manage household affairs, raise and educate children in the family, and provide input and suggestions to her husband as part of her role as a family educator.

Keywords: Agility and Tactful, Building Competencies, Enthusiasm, Humble, Women's Leadership.

A. Introduction

Women are depicted as compassionate, lovely, and of equal standing to males (Yulianti et al., 2018). Women are extremely gifted in all element of life, including leadership. Women are adept at multitasking, or completing many jobs at once, have a lot of tolerance, and can build their independence (Mölders et al., 2018). (Syahputra, 2019). In today's society, women can compete with males, and their talents are evident. Women's capacity to manage home duties demonstrates their undeniable power. Women have an important influence in their spouses' and children's prosperity and longevity. Moms who are intelligent, bold, and sensible bear good heirs for the country.

Advances in science, technology, and communication have had a tremendous influence on elevating the standing of women in society throughout the globalization age. As comparison to the pre-independence period, women now have a far greater possibility to further their education to a higher degree. Higher education may provide women with a variety of skills and views that they can employ in their daily life. Women who have completed their education have more opportunity to connect with people, engage in conversations, and share perspectives on a variety of issues, all of which contribute to their knowledge (Gipson et al., 2017). Women who pursue an education have more opportunity to join groups and network with a wide range of individuals.

Women are compassionate and kind because of their sensitive emotions. Women are commonly recognized for their beauty, compassion, modesty, and nurturing abilities. Women mature at a faster rate than males. An identical lady assists others with home duties such as sweeping, cooking, and kid care. This is the image of women that we see all around us. Differing in abilities, behavior, and anatomical and physiological variables results in purposeful behaviors that serve and focus on the feminine nature. The six qualities of a great woman's leadership as an educator in the home are modest, passionate, establishing competence, agility, and tactile values.

According to (Wells & Fleshman, 2020), women's engagement in science becomes more important as moms for their children. Women must first be qualified as moms in order to generate a quality generation. Women, of course, must arm themselves with numerous instruments that allow them to appear to be wonderful women in order to carry out their function as life's pillars and the finest source of global wonders. Women are remarkable because they are well-informed. Women will advance in their careers as they gain experience. Knowing that ladies are present will be beneficial. Therefore, with education, women's status in society will never be diminished.

Such is the significance of parental knowledge, particularly the knowledge of a woman who has the capacity to form a child's character and soul, for better or worse, so that both parents are accountable for their child's education from the time they are in the womb until they are adults (Surawicz, 2016). As a result, it is critical for moms to be intellectual and well-informed so that their views influence the children they nurture (Hassan & Silong, 2008).

Women who are the primary instructors for children should also have a higher education. The intellect of mothers who are expected to teach their children can also be connected to their abilities. Education is critical for all humans, both ethically and intellectually.

There have been few studies on the importance of leadership in teaching staff. This study focuses on literature reviews connected to the leadership of a great woman as an educator in the family as perceived through the six elements of humility, excitement, establishing competences, agility, and tactful aspects.

B. Methods

The sort of research performed in this study was qualitative descriptive research. Qualitative descriptive research, according to (Sugiyono, 2016), is a research approach that investigates a group of individuals, a condition, an item, a system of thought, or an event that occurs. CiteBase, Cyberthesis, Dissertation Library, and ProQuest databases were used to search for scientific journal articles in English and Indonesian. Each article was chosen for thorough reading of the abstract, data analysis, methodologies, and intentions of the first researcher asking to obtain information concerning the importance of a woman's leadership in the home.

C. Results and Discussion

Humble

Self-assurance and humility are attributes that are frequently praised and rewarded in the workplace. Leaders are lauded for demonstrating it, and those aspiring to positions of leadership strive hard to cultivate it. These same attributes, however, may be seen differently by many of the excluded groups. Because of societal inequalities in self-confidence and humility, it is challenging for leaders with physical disabilities to display both at the same time (Mölders et al., 2018).

Humility is the absence of pride or pride. It is derived from the Latin word humilis, which literally means humble and also indicates humility or a lack of self-importance. Nonetheless, what is viewed as arrogance is generally evaluated harsher on women than on males. And if women do not promote modesty as a result of traditional expectations of womanhood, they are unlikely to be recognized (Keohane, 2020). In other words, for women, humility may obstruct God's work, or any effort for that matter.

Humility is mostly a feminine characteristic. This is also one of the prerequisites for being a great leader. Someone in control will find it difficult to face up to their mistakes, learn from experience, consider other people's points of view, and be willing to change and be better if they lack humility. Perhaps the issue isn't so much that guys are hesitant or unable to express it, but that we reject such views when they do (Hoyt & Murphy, 2016). This must change, because humility is a key motivator of both men's and women's leadership performance.

According to (Mousa et al., 2021), women who are humble or humble do not consider themselves as superior or worse than anyone else. In fact, they aren't even concerned with needing to compare themselves to others; they are too focused on being the greatest version of themselves to be envious of other people's situations. Even though they are aware of what other people are doing, they do not feel intimidated or concerned about their own activities.

Women who are humble encourage others and behave as team players, and they do not feel the need to compare themselves to other women; they are confident in their own manner, and they understand that everyone on the planet should follow their own heart (Paludi & Denmark, 2018). They understand that they all have the ability to be great, and that greatness is a decision. Man's companion, partner, and best friend is woman. A modest or humble lady sacrifices her personal pleasures and goals, sets moral standards, relieves her husband's stress and strain, and keeps the family in peace and order. As a result, women as wonderful leaders who are modest provide the required climate for their male spouses to consider enhancing the family economics more (Hoyt & Murphy, 2016). She is an inspiration to humans for great endeavors and triumphs in life, and she sticks by her spouse in all crises and shares all of his victories and accomplishments with him.

Enthusiasm

Enthusiasm is a positive contagious personality attribute, and no matter what field you are in, a professional and enthusiastic leader is a feature that is wanted in any profession. Being enthusiastic is taking an interest in what you're doing and enjoying it. This entails adopting an active and motivated mindset rather than a passive one. As a female leader, enthusiasm involves having a positive attitude and receiving joy from getting things done and pursuing ambitions (Elias, 2018). Those who are enthusiastic are enthusiastic about life, knowledge, and work. They approach everything with a positive attitude and vigor. They are satisfied with their work because they like it.

A superb leader who is enthusiastic and accountable is a lady who makes significant contributions to the people around her (Paludi & Denmark, 2018). They devote their abilities to whatever they are enthusiastic about, pursue their ambitions, and avoid harmful settings. Another requirement for excellent motivated leaders is their desire to overcome hurdles to their aims (McCullough, 2020). The nicest thing about enthusiastic individuals is that they share their excitement to everyone they come into contact with. Similarly, an energetic lady spreads her excitement for selfimprovement to all members of her household.

According to (Mousa et al., 2021), a woman is a wonderful leader who does not allow others influence her judgments. They have defined goals and make decisions depending on how they wish to live and attain their goals. They avoid bad company and surround themselves with excellent people, and they understand what is essential and what is not. They also display excitement, which they believe translates into creative energy. They create and express themselves. Their enthusiasm and inventiveness spread, making it simpler for everyone around them to reach their full potential (Klettner et al., 2016).

A woman as a wonderful leader who is excited about taking risks and not allowing fear hold her back. Humans have fear in general, but wonderful women with an exuberant temperament have fear as well, but they face it, analyze the dangers, and prepare accordingly (Madsen, 2012). They frequently leave their comfort zone to achieve their goals, trust in their skills, know how to use their capabilities, and determine how much risk they are willing to accept.

Women, as outstanding family leaders in terms of excitement, understand that if they want to be successful, they must work very hard (Abdullah et al., 2021). Success does not fall from the sky, so they devise a strategy and put it into action. They are, nonetheless, receptive to new ideas and good contributions that will help them achieve their goals. A superb leader with an eager attitude is a woman who welcomes the challenge of various leadership roles. He is a leader both at business and at home, constantly creating a strong support structure in both areas (Sutanto & Aveline, 2021). She is able to balance employment obligations while simultaneously raising children as the primary person in charge of school/homework, social activities, and their child's health/nutrition, as well as being in charge of the kitchen and cultivating larger family relationships (Roberts Sharon, 2019).

Building Competencies

The focus of growth and productivity is on skill development and personal enrichment. Women who become outstanding leaders are constantly eager to learn new things and broaden their knowledge in order to boost the talents and competences of others around them (Sutanto & Aveline, 2021). Competence is a measured collection of talents, traits, characteristics, and knowledge that assist a person in successfully doing their job. Competencies that are well-designed may assist in matching the appropriate individuals to the right jobs, providing a path for personal and professional growth, and improving the quality of coaching dialogues between parents and children (Levitt, 2010).

It is difficult to develop children's competences such that they truly master them. Youngsters may lack motivation to study because they feel inadequate or insecure. Excellent female leaders help their children and family members reach their full potential as human beings who believe in and respect God Almighty, have noble character, are healthy, informed, capable, creative, independent, and responsible (Abdullah et al., 2021).

Excellent female leaders ensure that their children are healthy and safe, offer facilities and infrastructure for their children to acquire skills as provisions in social life, and use media to impart social and cultural values in their children as early as feasible. They provide their children love, acceptance, admiration, acknowledgment, and guidance (Cater, 2020). The mother-child bond is critical for developing trust in others and in oneself. It can also benefit children's social, emotional, and cognitive development.

Agility

Managing work culture and expectations as a female leader needs extra care. Women leaders must be able to set double standards, which are influenced by prejudice and cultural expectations of leaders. Agility leadership is a flexible component of leadership that may enhance capacities and help to the growth of families in a more advanced direction (Muslim & Wandi, 2019). A competent leader must be aware of and comprehend the concept of agile leadership. The capacity to be flexible and respond and adapt swiftly to changing external situations is at the heart of agility leadership. A woman with leadership agility will be able to lead her family members more effectively, allowing her to maximize her children's potential (Rey, 2005).

Leadership agility is the capacity to behave wisely and effectively in the face of complicated and rapidly changing circumstances. Leadership agility is associated with adaptability and flexibility, which suggests a purposeful proactive approach (Joiner, 2008a).

Leadership agility makes use of contextual, innovative, and self-directed leadership. Leadership agility necessitates the development of specific cognitive and emotional skills in a sequence of predictable phases or levels (Joiner, 2008b). Agile leadership responds quickly to new problems or opportunities, and works in rapid development cycles of adaptation, learning, and improvement. Women with leadership agility adapt to the family's innovation process and develop the capacity to survive in problem-solving situations. Women with agility tend to prefer working in groups rather than alone. She is able to collaborate with her spouse, children, and other family members. Women with agility in leadership might thus be perceived as influencing the team to attain the desired results.

Leaders in families exhibit a variety of qualities. Women executives may also effectively lead a company. Agile female leaders have an influence on the family's performance in reaching common goals (Bjursell, 2012). Women's leadership in agility emphasizes performance and engagement of all family members, with an emphasis on family member connections and constant cooperation. Also, women in leadership positions take a more democratic approach. This feature of female leadership is well aligned with the agility paradigm, which necessitates an emphasis on cooperation. According to (Cheung & Halpern, 2010), agile female leaders have a great motivating influence on other family members. Improved motivation leads to greater attainment of family goals, which benefits family leadership.

Tactful

A wonderful understanding mother constantly gives affection to her children, accepts them for who they are, and is always there to them anytime they require it (Cho et al., 2015). As a result, intelligent women in the family can always comprehend the conditions and circumstances of their family members. A great and intelligent lady may be relied on and comforted by her children. As a woman and a wonderful mother, people who constantly demonstrate constancy under all circumstances so that children can get and achieve fulfilling things throughout their life's journey, especially when they are in unpleasant situations with pressures and problems, are considered great mothers (Nekhili et al., 2018).

A wise woman's responsibility and position in the family is to educate and teach children about what is wrong and what is right. This is not to say that a mother should be allowed to be dominating by continually dictating so that the smart ladies and moms in the family will listen to their children. As a result, intelligent women and moms in the family are those who can listen well to their children's complaints so that there will be times when children need to channel their desires and as a wise woman must be able to be a wise listener (Cheung & Halpern, 2010). A sensible lady in the family will lift the spirits of her family members and desire people around her, especially her children and husband, to progress forward. A wise woman possesses the qualities of thinking, behaving, saying, and acting positively in responding to

important matters, having the ability to think, act, say, and act positively in dealing with other people or overcoming problems, and having the capability to think, act, say, and act positively, gentle, and pleasant (Barrett & Moores, 2009).

D. Conclusion

According to the findings of the literature research, a wonderful woman's leadership values as a family educator may be observed in the six qualities of modest, enthusiastic, building competence, agility, and tactile values. A wonderful woman is the family's leader because she is the one who can effectively handle home affairs, raise and educate the family's children, and offer feedback and counsel to her husband as part of her job as a family educator. Humble women inspire others and work as a team, and they do not feel the need to compare themselves to other women. The nicest thing about enthusiastic individuals is that they share their excitement to everyone they come into contact with.

Similarly, an energetic lady spreads her excitement for self-improvement to all members of her household. Excellent female leaders ensure that their children are healthy and safe, offer facilities and infrastructure for their children to acquire skills as provisions in social life, and use media to impart social and cultural values in their children as early as feasible. Female leaders with agility are able to be flexible and respond and adjust swiftly to changing external situations. A sensible lady in the family will lift the spirits of her family members and desire people around her, especially her children and husband, to progress forward. A smart woman possesses the qualities of thinking, acting, speaking, and acting constructively in reacting to key things, as well as the ability to think, behave, say, and act in interacting with others or solving obstacles.

E. Acknowledgement

We thank to the President of Sekolah Tinggi Agama Islam Shalahuddin Al Ayyubi Jakarta, Institut STIAMI, Sekolah Tinggi Ilmu Ekonomi Indonesia Jakarta, Sekolah Tinggi Ilmu Ekonomi GICI Business School Jakarta, and all stakeholders who helped us on this valuable project.

References

- Abdullah, A. S., Hassan, S. S., Mohamed, N., & Yulia, S. (2021). Women and Leadership : Ability and Qualification. *Linguistica Antverpiensia*, 2(2).
- Barrett, M., & Moores, K. (2009). Spotlights and shadows: Preliminary findings about the experiences of women in family business leadership roles. *Journal of Management* and Organization, 15(3). https://doi.org/10.1017/s1833367200002674

Bjursell, C. (2012). Book Review: Mary Barrett and Ken Moores, Women in Family Business Leadership Roles. Daughters on the Stage . *International Small Business* *Journal:* Researching Entrepreneurship, 30(1). https://doi.org/10.1177/0266242611427828

- Cater, J. J. and M. Y. (2020). An Examination of the Leadership Roles of Senior Generation Women in Family Firms: How Does Servant Leadership Apply? *Journal of Leadership, Accountability and Ethics, 17*(2). https://doi.org/10.33423/jlae.v17i2.2867
- Cheung, F. M., & Halpern, D. F. (2010). Women at the Top: Powerful Leaders Define Success as Work + Family in a Culture of Gender. *American Psychologist*, 65(3). https://doi.org/10.1037/a0017309
- Cho, Y., Kim, N., Lee, M. M., Lim, J. H., Han, H., & Park, H. Y. (2015). South Korean Women Leaders' Struggles for a Work And Family Balance. *Human Resource Development* International, 18(5). https://doi.org/10.1080/13678868.2015.1076562
- Elias, E. (2018). Lessons Learned from Women in Leadership Positions. *Work*, 59(2). https://doi.org/10.3233/WOR-172675
- Gipson, A. N., Pfaff, D. L., Mendelsohn, D. B., Catenacci, L. T., & Burke, W. W. (2017). Women and Leadership: Selection, Development, Leadership Style, and Performance. *Journal of Applied Behavioral Science*, 53(1). https://doi.org/10.1177/0021886316687247
- Hassan, Z., & Silong, A. D. (2008). Women Leadership and Community Development. *European Journal of Scientific Research*, 23(3).
- Hoyt, C. L., & Murphy, S. E. (2016). Managing to Clear the Air: Stereotype Threat, Women, And leadership. *Leadership Quarterly*, 27(3). https://doi.org/10.1016/j.leaqua.2015.11.002
- Joiner, B. (2008a). Leadership Agility. Insight the Journal of the American Society of Ophthalmic Registered Nurses, 33(3).
- Joiner, B. (2008b). Leadership Agility: Five Levels of Mastery. *Strategic Direction*, 24(10). https://doi.org/10.1108/sd.2008.05624jae.001
- Keohane, N. O. (2020). Women, Power & Leadership. *Daedalus*, 149(1). https://doi.org/10.1162/DAED_a_01785
- Klettner, A., Clarke, T., & Boersma, M. (2016). Strategic and Regulatory Approaches to Increasing Women in Leadership: Multilevel Targets and Mandatory Quotas as Levers for Cultural Change. *Journal of Business Ethics*, 133(3). https://doi.org/10.1007/s10551-014-2069-z

- Levitt, D. H. (2010). Women and Leadership: A Developmental Paradox? *Adultspan Journal*, 9(2). https://doi.org/10.1002/j.2161-0029.2010.tb00072.x
- Madsen, S. R. (2012). Women and Leadership in Higher Education: Learning and Advancement in Leadership Programs. *Advances in Developing Human Resources*, 14(1). https://doi.org/10.1177/1523422311429668
- McCullough, L. (2020). Proportions of Women in STEM Leadership in the Academy in the USA. *Education Sciences*, 10(1). https://doi.org/10.3390/educsci10010001
- Mölders, S., Brosi, P., Bekk, M., Spörrle, M., & Welpe, I. M. (2018). Support for Quotas for Women in Leadership: The Influence of Gender Stereotypes. *Human Resource Management*, 57(4). https://doi.org/10.1002/hrm.21882
- Mousa, M., Mullins, A. K., Skouteris, H., Boyle, J., & Teede, H. J. (2021). Organisational Best Practices for Advancing Women in Leadership: Protocol for A Systematic Literature Review. In *BMJ Open* (Vol. 11, Issue 4). https://doi.org/10.1136/bmjopen-2020-046982
- Muslim, R., & Wandi, J. I. (2019). Career and Family: A Study of Women Leadership. *Jurnal Harkat*: *Media Komunikasi Gender*, 15(2). https://doi.org/10.15408/harkat.v15i2.13464
- Nekhili, M., Chakroun, H., & Chtioui, T. (2018). Women's Leadership and Firm Performance: Family Versus Nonfamily Firms. *Journal of Business Ethics*, 153(2). https://doi.org/10.1007/s10551-016-3340-2
- Paludi, M. A., & Denmark, F. L. (2018). Women and Leadership. In Women and Leadership. https://doi.org/10.1007/978-3-319-72182-8
- Rey, C. de la. (2005). Gender, Women and Leadership. *Agenda: Empowering Women for Gender Equity*, 65.
- Roberts Sharon, D. B. (2019). How to Manage Gender Bias from Within: Women in Leadership. Journal of Business Diversity, 19(2). https://doi.org/10.33423/jbd.v19i2.2057
- Sugiyono, Prof. Dr. (2016). Metode Penelitian Kuantitatif, Kualitatif, dan R&D [Quantitative Research Methods, Qualitative, and R&D]. In *Alfabeta, cv.*
- Surawicz, C. M. (2016). Women in Leadership: Why So Few and What to Do About It. Journal of the American College of Radiology, 13(12). https://doi.org/10.1016/j.jacr.2016.08.026
- Sutanto, E. M., & Aveline, V. (2021). Women Leadership and Its Association to Individual Characteristics, Social Support, and Diversity of Work Environment.

International Journal of Business and Society, 22(2). https://doi.org/10.33736/ijbs.3760.2021

- M. I. (2019). Wanita Dalam Multitasking Syahputra, Memori Kajian Neuropsikolinguistik [Women's Memory in Multitasking Neuropsycholinguistic Studies]. Bahastra: Jurnal Pendidikan Bahasa Dan Sastra Indonesia, 3(2), 192–195. https://doi.org/https://doi.org/10.30743/bahastra.v3i2.3172
- Wells, K., & Fleshman, J. W. (2020). Women in Leadership. *Clinics in Colon and Rectal Surgery*, 33(4). https://doi.org/10.1055/s-0040-1712977
- Yulianti, R., Putra, D. D., & Takanjanji, P. D. (2018). Women Leadership: Telaah Kapasitas Perempuan Sebagai Pemimpin [Women Leadership: Examines the Capacity of Women as Leaders]. MADANI: Jurnal Politik Dan Sosial Kemasyarakatan, 10(2), 14–29. https://doi.org/https://doi.org/10.52166/madani.v10i2.973