

ABSTRAK

Tujuan penelitian ini adalah untuk mengidentifikasi dan menganalisis pengaruh persepsi kesetaraan gender, organizational engagement dan kebijakan organisasi terhadap partisipasi politik perempuan di Kabupaten Bondowoso, dengan political empowerment sebagai variabel mediasi/intervening. Rancangan penelitian ini termasuk dalam explanatory/confirmatory research dengan menggunakan metode penelitian deskriptif dan kuantitatif. Populasi penelitian adalah perempuan anggota partai politik di Kabupaten Bondowoso dan teknik pengambilan sampel dengan metode sensus (sampel jenuh). Teknik analisis data yang digunakan adalah Partial Least Square (PLS) dengan menggunakan aplikasi WarpPLS 7.0. Temuan penelitian menunjukkan bahwa persepsi kesetaraan gender dan kebijakan organisasi berpengaruh signifikan terhadap political empowerment, sedangkan organizational engagement tidak berpengaruh signifikan terhadap political empowerment. Persepsi kesetaraan gender dan political empowerment berpengaruh signifikan terhadap partisipasi politik perempuan, sedangkan organizational engagement dan kebijakan organisasi tidak berpengaruh signifikan terhadap partisipasi politik perempuan. Persepsi kesetaraan gender dan kebijakan organisasi berpengaruh signifikan terhadap partisipasi politik perempuan dengan political empowerment sebagai variabel mediasi, sedangkan organizational engagement tidak berpengaruh signifikan terhadap partisipasi politik perempuan dengan political empowerment sebagai variabel mediasi. Implikasi praktis penelitian ini bahwa political empowerment merupakan mekanisme kunci (key mechanism) yang menghubungkan persepsi kesetaraan gender dan kebijakan organisasi dengan partisipasi politik perempuan. Dengan demikian, partai politik tidak cukup hanya menerapkan kebijakan afirmatif atau meningkatkan komitmen organisasi anggota, tetapi harus memastikan bahwa kebijakan tersebut benar-benar menghasilkan peningkatan kapasitas, otonomi, kepercayaan diri, dan pengaruh politik perempuan.

Kata Kunci: persepsi kesetaraan gender, organizational engagement, kebijakan organisasi, political empowerment, dan partisipasi politik perempuan.

ABSTRACT

he purpose of this study is to identify and analyze the effects of gender equality perception, organizational engagement, and organizational policy on women's political participation in Bondowoso Regency, with political empowerment serving as a mediating (intervening) variable. This study employed an explanatory (confirmatory) research design using descriptive and quantitative research methods. The study population consisted of female members of political parties in Bondowoso Regency, and the sampling technique used was a census (total sampling). Data were analyzed using the Partial Least Squares (PLS) method with WarpPLS 7.0 software. The findings indicate that gender equality perception and organizational policy have a significant positive effect on political empowerment, whereas organizational engagement does not have a significant effect on political empowerment. Furthermore, gender equality perception and political empowerment significantly effect women's political participation, while organizational engagement and organizational policy do not have a significant direct effect on women's political participation. In addition, gender equality perception and organizational policy significantly influence women's political participation through political empowerment as a mediating variable, whereas organizational engagement does not significantly affect women's political participation through political empowerment. The practical implication of this study is that political empowerment serves as a key mechanism linking gender equality perception and organizational policy to women's political participation. Therefore, political parties should not merely implement affirmative policies or seek to strengthen members' organizational commitment. Instead, they should ensure that such policies effectively enhance women's political capacity, autonomy, self-confidence, and political influence, thereby fostering meaningful and sustainable participation in political processes.

Keywords: *Gender Equality Perception, Organizational Engagement, Organizational Policy, Political Empowerment, Women's Political Participation.*