



# Decision making in Javanese cultural background in Javanese & Mataraman communities

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**Abstract.** Decision making is a crucial thing that every individual will definitely face. The Javanese are no exception. In every problem that occurs, it is certain that individuals will be pressured to solve it and require decision making that is expected to be able to go according to the desired goals. In every culture, there will be a different decision making. Bearing in mind, the dynamics of community life in each tribe is also different. In Javanese society, there is a 'manut' culture that they culturally tend to obey traditional rules. Therefore this study aims to determine decision making in Javanese society with a Javanese cultural background with the are'an and Mataraman communities. The research method used qualitative with an indigenous psychology approach, the research subjects in this study were 5 informants. The results of the study show that decision making in Javanese society in the cultural background of Are'an and Mataraman is based on three parts which will later become a step, namely the first is decision making based on capital. Second, decision making is based on stages. Third, decision-making based on consequences

**Keywords:** Decision making, Are'an Java, Mataraman Java.

## 1. Introduction

Decision making is always constructed in a general deductive manner. A number of studies have found that decision making is a replication of theory, such as research conducted [1] related to decision making in an organization, related to making purchasing decisions [2], [3]. This proves the neglect of culturally friendly contextual understanding of decision making. Every individual who is affected by problems in life, of course, wants to immediately find a solution to what he is experiencing. To reach completion, of course, individuals must go through many stages and choices in it. One of them is decision making. This aspect is certainly a spear of individual cruciality, because this is what will determine whether or not goals are achieved in solving the problems they are facing. A decision that is taken appropriately and in accordance with existing conditions and needs will be able to have a positive impact. It is undeniable,

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every individual absolutely has his own way and method in making a decision which of course varies. Appropriateness and influences from culture, social status, individual personality, family, and situation also contribute to individual factors in making decisions [4]. Culture is also one of the interventions and is influential in decision making. An example, the Javanese people certainly have their own characteristics in making a decision, as an example in making decisions in Javanese people's marriages through several processes [5]. Besides that, [6] also explained that apart from culture, there are several factors that influence the decision makers of each individual, namely leadership style, personality and also the strategies used in the decision-making process. Culture in the environment can also influence individuals in making decisions.

Decision making is the result of selecting some of the best alternatives available, decision making is also a behavior that is influenced by several aspects, one of which is organizational culture [7]. From this statement it was found that, culture does not only interpret an individual, but also the group that shelters it. Anwar [7] explains that the essence of individual decision making is choosing several alternative solutions to problems with the aim of being able to solve the problem at hand. Furthermore, [8] explains that decision making is a process of determining the best choice and is logical, ideal and rational through the facts or information that has been obtained with the aim of obtaining the best results or solutions.

In various researches, decision making is a topic that has been widely discussed. This is related to decision making in solving problems that occur [9][10]. There is an interesting focus on decision making in Javanese society, it can be called a culture of obedience in the decision making process and it has become a characteristic that is attached to them [11], [12]. In general, studies regarding decision making in individuals with Javanese ethnicity have indeed been carried out a lot. However, there are still few studies regarding decision making in the Javanese community that are more specific and narrow to the groups or communities of the Javanese people within them. Bearing in mind that the area of Java is quite large, so to carry out more specific research tests, we still have to study more deeply in the area which is further divided into several groups or communities. In East Java Province, the Javanese people are divided into ten cultural areas. There are four main cultural practices, namely Mataraman, Arek, Pandalungan, and Madura Island. While the small scale consists of Osing, Tengger, Jawa Panoran, Madura Kangean, Madura Bawean, and Samin. This division is a differentiating characteristic of the people in East Java based on the area where they live so that with these factors, the main focus of this research is decision making associated with Are'an and Mataraman cultural backgrounds which certainly have different characteristics or maybe even the same in some respects in decision making.

The purpose of this research is to find out the concepts and patterns of decision-making in the Javanese community with the Are'an and Mataraman cultural backgrounds. Differences as well as similarities may occur in it. This becomes interesting to study, because each individual has its own characteristics in making decisions and groups and the environment, these two things are one of the factors that can influence attitudes and

ways of making decisions for each individual with Javanese ethnicity. Based on this, it is deemed necessary to examine related decision making in the Javanese community which focuses on two Javanese cultural backgrounds, namely the Are'an Javanese group and also the Javanese Mataraman group. Subsequent paragraphs, however, are indented.

## 2. Method

The research was conducted using a qualitative approach with phenomenological descriptive analysis to determine decision making in Javanese society in the cultural settings of Are'an and Mataraman. In this case several processes were carried out such as data categorization, subject response analysis, and data tabulation with an indigenous psychology approach. The indigenous psychology approach is based on Kim & Berry's explanation that *"the scientific study of human behavior or mind that is native, that is not transported from other regions, and that is designed for its people"* (Uichol Kim, Kou-Shu Yang, 2006). So it can be seen that the indigenous psychology approach is an approach that focuses on the individual himself without being influenced by several other factors such as other cultures and so on.

The sampling technique in this study used purposive sampling, which is a sampling method which is adjusted to the characteristics of the research conducted by the researcher [13]. The sample or informants in this study are Javanese people who live in the Javanese culture of Are'an and Mataram who have jobs and occupy strategic positions and lead a group. The number of informants in this study were 5 informants, 3 informants from Mataraman Java and 2 informants from Are'an Java.

The data collection method uses interview techniques, which aims to collect data from informants regarding the required data with maximum and minimum bias from the data obtained [14]. This study used two interview sessions in the data collection process, the first interview session was used to obtain data related to decision making from two cultural backgrounds of the Mataraman and Are'an Javanese people. The second interview session was conducted to confirm the data that had been obtained from other informants who had the same characteristics as the previous informants, namely the Mataraman and Are'an Javanese people.

Data analysis uses coding techniques, with the aim of obtaining data as a whole from the qualitative process used. The coding stages are as follows: 1. Preparing the raw data that has been obtained to become verbatim, 2. Condensing facts, 3. Preparing probing to deepen the data that has been obtained previously, 4. Collection of similar facts, 5. Determining categorization, 6. Building concepts and narrating the data that has been obtained [15]. The data display is identified with the help of an alphabetical-number code with an explanation that SW refers to the subject being interviewed in the interview transcript or processed data. SW1 means to explain first subject code and so on. The SW2.3 code means the number three indicates the baseline open coding. Thus

this code is a signature for each analysis and exposure data can be traced to the original interview data.

### 3. Results

One form of characteristic of the Javanese community is the similarity of abstract identity, namely decision making that is carried out, both in solving problems, as an important part of daily activities or something else. Decision making in the Javanese community through two Javanese community cultures, Mataram and Are'an, is based on several sections, including:

#### Decision Making Capital

Decision making is influenced by the reaction model when facing problems, finding solutions to anxiety, and positive perceptions of the problems faced. Reactions to facing problems are quite diverse, such as responses in dealing with problems, perceptions related to the problems faced and feelings of anxiety that occur to oneself when facing problems. Responses in dealing with problems such as feeling the situation is worse (SW.1.2; SW.1.4), some are trapped in bio-emotional states such as tired, angry, sad (SW.1.1; SW.1.4; SW.2.3; SW.2.17), disturbed cognitive conditions causing worry and anxiety (SW. 4.3), there are also calm responses or not causing excessive expression (SW.2.18; SW.2.6; SW.2.1; SW.3.3 ) and there is also a response in accordance with the problem that is happening (SW.2.3; SW.5.3). SW 2 also emphasizes that the response in dealing with problems is very diverse

“The first thing, the response I do is yes, it depends on the problem, yes, sometimes I get angry first, sometimes I don't use anger, I just rush to finish it, sometimes I'm sad like that, depending on what the problem is, for example, because of a problem, eee, I don't know I made a mistake myself at the job and I got angry, okay, my boss, yes, I'm definitely sad, sad first, but for example, because for example, the problem is in the teamwork, so my friends are like my co-workers suddenly eem what can't work properly like that, I'm sure I'll get angry first, my response is gt, then it's fixed after that” (SW.2)

The response in dealing with problems is flexible, which means that it is in accordance with the conditions and weight of the problem being faced. Confidence in oneself is also an asset in the decision-making process. There are many forms of belief, such as self-confidence in solving problems, time span for decision-making in solving problems, responsibility for tasks, and commitment. Feelings of confidence can be in the form of having confidence in solving problems that are being faced (SW.1.9; SW.1.10; SW.2.9; SW.5.3), having a mindset that the capital in solving problems is belief (SW.4.6; SW.3.4; SW.5.4), not avoiding existing responsibilities (SW.1.7; SW.2.1; SW.5.2), being committed to completing tasks and problems being faced (SW.1.18; SW. 1.19; SW.2.16) and also solving problems in a short time without protracted focus on the problems at hand, because problems that are not resolved

immediately will create new problems (SW.2.17; SW.2.6; SW.4.12; SW.2.2; SW.2.17). SW 5 emphasizes that confidence is part of the decision-making process

“Yes, sure is the main capital in decision making. Of course, by considering all aspects before deciding to make that decision” (SW.5)

Feeling confident in making decisions is an important thing, with confidence, you can make decisions well and easily.

Decision making is influenced by inner abilities. The abilities possessed are of course very diverse, such as the ability to build a mindset, time management, self-potential and methods. Ability to deal with problems such as experience and insight in managing knowledge, skills, experience (SW.1.8; SW.2.7), mindset in problem solving (SW.1.7; SW.5.5), self-control in problem solving (SW.2.8; SW.2.17; SW.2.1; SW.2.4), time management when solving problems encountered (SW.1.13; SW.1.19; SW.1.23; SW.2.5; SW.2.19), self-awareness about the importance of self-ability in problem solving (SW.4.5; SW.3.5; SW.3.6, SW.3.9; SW.5.5), ability to carry out certain methods, such as collaboration and discussion (SW.5.9). SW 3 emphasizes the position of ability in problem solving

“So, this ability capital is important, bro, because indeed making a decision when it is not accompanied by a skill will be inconsequential. Examples of several officials who make a policy decision. If not able to read the situation and field conditions. So it is certain that his decision will be detrimental to many people” (SW.3).

Capability is the main basis for decision making which will influence the decision making process to be carried out.

Professional attitude is also important in decision making. The manifestation of a professional attitude is knowledge of certain limitations and the behavior of the professional itself. Professionalism in making decisions such as solving problems personally, when the case is also personal (SW.2.14), solving problems with teamwork when the problem is group (SW.2.10; SW.2.14), applying professionalism in decision making in the form of neutral, fair and working or making decisions according to their respective parts (SW.4.7; SW.3.2; SW.3.7, SW.3.10; SW.5.7). SW 4 emphasizes the notion of professionalism that

“Ok, in the world of HRD what I do. Professionalism is very necessary when making a decision. When we as HRD we must be neutral, in the sense that we are not one-sided between the company and the employees. We as HRD must be in the midst of humanity issues” (SW.4)

Professional attitudes in decision making are thus formed by the response of group-valued solutions so as to create fairness or neutrality, and fairness in work.

## Decision Making Process

Discussing the decision-making process, of course, there are elements called stages that support the dynamics in it. This stage is the crucial parent of decision making with the hope that the problem will be resolved properly so that a feeling of fulfillment arises, because the decision is taken properly and correctly (SW.1.15, SW 2.15, SW.3.11, SW.5.10) and does not harm other parties (SW.3.12, SW.5.10, SW.3.6). To reach the destination to be addressed, the individual must first think about what kind of roads and transportation are proportional. In line with that, the individual must think about what stage is right in decision making in order to arrive at the desired solution to the problem

“What is certain is that my hope when making a decision is the best decision, a decision that does not harm others, and a decision that does not dominate. That is not only profitable for the company, but also profitable for the employees.”

The first stage in the decision-making process is the analysis or review of the problem. This relates to data and information which will later drive the root of the problem detected (SW.1.5). Carrying out repeated checks carefully and carefully, is considered capable of digging up the common threads of the problem (SW 2.15, SW.5.8). Second, if it is felt that the individual has reached his maximum limit and the problem still has not found a solution, then communication with the capable party is the next path (SW.1.5, SW.1.16, SW.3.8). Third, in the decision-making process, professionalism needs to be emphasized, responsibility is required to share so that work can also be completed properly and not in a hurry (SW.1.20, SW.3.2, SW.4.7, SW.4.9). The next thing that is no less crucial in the decision-making stage is the existence of a sense of confidence which becomes a positive affirmation so that the problem is immediately resolved properly (SW.1.9, SW.4.4, SW.5.4). This is in line with SW statement 5 which explains that

“The first step I took was to observe the problem, examine the problem until I found a bright spot or the root of the problem. Of course, this does not only involve me personally, but also the concerned people in my environment. After successfully observing the problem, I will think about how to solve it. If I can't finish it myself, I will try to communicate this with someone who is more expert so that I can finally learn and open my mind. Then what I need is the courage to make that decision and have confidence in the process of solving it.”( SW 5)

From the stages that have been described, there is one thing that is at the root of the decision-making process in order to solve the problem, namely analysis. This aspect is considered crucial, because it is the main guard whether or not the problem is resolved. Analysis can start from research (SW.4.8) to get accurate results (SW.4.10). Some individuals even carry out assessments and keep their train of thought not in a hurry (SW.4.9). The cruciality of conducting an analysis arises because of the need to identify priorities in problems, so that later they can make good and correct decisions (SW.5.4), and are able to find solutions that are considered effective without harming many parties (SW.4.11). By proactively analyzing problems, individuals can identify warning

signs and take action before they become more serious. This helps prevent the escalation of the problem and the potential for greater negative impact in the future

“I studied problem solving patterns and every problem encountered can provide valuable lessons and experiences that can help us grow and develop ourselves.”

## **Consequences in Decision Making**

The consequences of solving this problem will bring the individual to the process of self-development, self-evaluation and learning. Problems as a self-development process will make individuals level up (SW.1.1, SW.1.4, SW.1.24), and add time management, stress coping, emotional management and decision making skills that will improve and focus when facing problems and solving these problems (SW.2.21). and there are also those who feel that the consequences of an existing problem will make themselves more skillful (SW.2.20), add insight (SW.2.20), and make themselves more professional (SW.4.13). SW.2 also emphasizes that the process of self-development through consequences in solving problems will make the individual more superior

“Time management skills, stress coping, emotional management and decision making will improve and focus when facing problems and solving these problems.” (SW.2)

Through subsequent consequences, challenges in decision making make individuals think. First, making bad decisions will have an impact on yourself and others. Like making decisions that are only concerned with certain interests, the result will result in a decision gap that will affect certain people and is not wise, this is what is called emotional control, you have to be really good in order to make a wise decision. (SW.2.12). Second, a new task is a new problem for me so I have to learn and solve the task (SW.1.1). Third, from a decision it is hoped that there will be a solution to the problem (SW.1.15, SW.2.15, SW.3.1, SW.3.11). Every individual's hope in life's choices is definitely hoping for the best. Included in the expectations of decision-making choices, each individual will also expect the best and not harm others (SW.4.11, SW.5.10, SW.3.6). as emphasized by SW.3

“Taking an attitude in making decisions must be thought out in detail so as not to harm others”

There is a big challenge for fresh graduates in the world of work. Where there are demands from the company to do the best, one of which is in terms of making a decision. However, because they are still starting a career and are relatively new in the world of work, this results in a lack of insight and experience (SW.2.-9). a fresh graduate with little experience is a problem in solving certain problems (SW.4.12), but individuals do not only focus on weak points but also on strengths. That way the learning process will continue to improve capabilities and abilities at work, especially

in making good decisions. Big demands make some individuals depressed and challenged (SW.3.12). It has also been confirmed by SW.3.

“Taking an attitude in making decisions must be thought out in detail so as not to harm others” (SW.3)

Every decision made, of course, has challenges in the process, and also great expectations from the decisions that have been chosen.

#### **4. Discussion**

The Javanese community is one of the Indonesian community groups who live on the island of Java. The Javanese community as a cultural group has characteristics and characteristics that distinguish it from other communities outside the Javanese community group [16]. Culture in practice greatly influences the aspects of life of every individual who is part of that culture [17]. Decision making in Javanese society with a cultural background of Are'an and Mataraman culture is based on several parts, namely capital, processes and consequences in decision making.

Capital in decision making, namely the response when facing problems that occur, and the existence of confidence in the abilities possessed so that they can bring up professional behavior in decision making. These are mutually sustainable with each other. Decision making in the form of professionalism, namely being able to differentiate work areas, and the benefits of making decisions. Work carried out accompanied by professional competence, the results will be maximized, because a professional attitude focuses on the best results, which in the process requires sufficient ability [18].

The decision-making process is carried out in stages. The stages in the decision-making process include problem analysis or reviewing the problem at hand. besides that also by communicating with several parties who can help the process of solving the problem at hand. Tike [19] explained that communication is important, by communicating it will be able to overcome problems or conflicts. In Javanese society, the decision-making process is also carried out jointly or in groups [11], so that there is also a process of interaction and communication. If the two processes have been carried out, then the next process is responsibility in the form of making a decision to solve the problem at hand.

Consequences in decision making, namely decisions that have been chosen can have a good impact and solve existing problems. However, in practice there are challenges in the form of little experience and also high expectations from other people which hinder decision making. Individuals who have had many years of service certainly have experience in solving problems in the world of work [20]. Self-development is also part



of the consequences of decision-making, in the form of adding insight, skills, emotional management and time management. Alfazani and Khoirunisa A [21] explained that self-development is the formation of the potential contained in each individual through a process of learning and experience level that is carried out repeatedly, so as to increase his capacity and move on to the next level.

The Javanese people in the Are'an and Mataraman communities make decisions based on several mutually sustainable aspects. Capital which is an important part and becomes the main basis of the initial decision-making process, with capital, the results of the decisions taken will be maximized. Furthermore, in the process, in the process section there are several steps in decision making such as identification and communication, in each process it must be carried out properly with the aim of the results being as desired. Everything certainly has consequences, as well as decision-making which also has consequences in carrying it out, both in the form of challenges such as the experiences and expectations of others and also self-development.



Figure 1. Decision-making for the Javanese people with Are'an and Mataraman cultural backgrounds

The concept of decision making in each society is certainly different, and research related to decision making has been widely discussed in previous research such as research on 'manut' phenomena in decision making in Javanese society [11] and also decision making in Javanese tribal families [22]. However, there is still little that explains the specific concept of decision making in the Javanese culture of the people and are'an, who have their own ways and methods of making decisions. This concept was obtained through an approach process through indigenous psychology.

The findings in this study related to decision making in the Javanese cultural background of the Are'an and Mataraman people, the results of which explain that decision making is based on several aspects including capital, process and

consequences. This is slightly different from the concept of decision making described by [23] that aspect of decision making. First, the ability to consider several options, second, the ability to face challenges to achieve the desired situation. Third, the ability to accept existing risks.

Making decisions that are adapted to certain cultural concepts, the process will feel young. Such as the pattern or concept of decision-making originating from the Javanese cultural background of the Are'an and Mataram Javanese people. This is because every aspect of decision making is in accordance with the culture that has been carried out every day, so it will feel easy. Although not ruling out the concept of decision making in general, which is also an academic study that can be used by all cultures.

## 5. Conclusion

It cannot be denied that every individual absolutely has problems. In solving these problems there is an action that is often called decision making. This is what will determine where the problem will be taken by the individual, resolved as well as possible or just missed going with the flow. However, basically every individual wants his problems to be resolved properly and his decision-making to be done well and not to harm others. In making decisions, individuals will act according to their respective personalities. Culture is one of the factors that influence decision making. For example, in Java, there are Are'an and Matraman cultures. Of course, these two groups of people are different in dealing with problems and making decisions.

There are several steps in decision making in the Are'an and Matraman cultural communities in Java. First, decision-making based on capital. Second, decision making is based on stages. Third, decision-making based on consequences. In the capital aspect, it was found that decision-making, among other things, requires a firm belief in doing so, responsibility for tasks that cannot be simply dismissed for the sake of professionalism, and a commitment that must be upheld. Then in the aspect of the decision-making process, it will be found that the first thing that must be done is to analyze and examine the problem. Then the second is to discuss with someone who is more expert to be more open to ideas in making decisions or if you find difficulties in solving them. Third, in making decisions, professionalism is needed which continues to be affirmed even though it is being hit by problems. Furthermore, what is no less crucial is the sense of confidence that must be mobilized for the smoothness of the decision-making process.

In the end, a problem will bring the individual to a higher level through the decision making. The result will be self-development, self-evaluation, and learning in life. Later, this will also add skills to the individuals affected by it.

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