INPUT IN FAMILY MANAGEMENT PROCESS

IKK 332 – 3 SKS (3-0)

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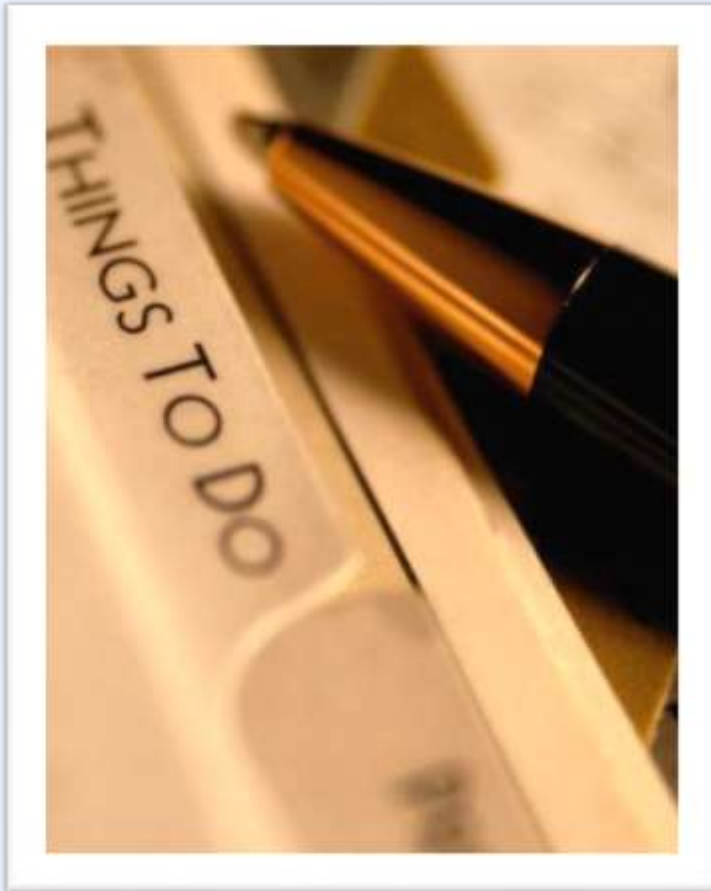Dr. Irni Rahmayani Johan, SP, MM

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Course Description

This course discusses the theories, concepts and processes of family resource management. Furthermore, the basic concepts of management such as values, goals, needs, resources, decision making, problem solving on how a plan can be implemented are also discussed; implementation of resource management in the family; family well being and ends with how families face the digital age

LEARNING OUTCOME

After completing this course:

1. Students are able to master the concept of family resource management
2. Students are able to analyze the management of various family resources critically, creatively, communicatively, collaboratively and by upholding character values
3. Students are able to plan the management of various family resources in various family life cycles

MANAJEMEN SUMBERDAYA UNTUK INDIVIDU DAN KELUARGA

ELIZABETH B. GOLDSMITH

PENERJEMAH : MEGAWATI SIMANJUNTAK

IPB University — Bogor Indonesia — | Departemen Ilmu Keluarga dan Konsumen

Learning Outcome

Students are able to explain and analyze inputs in the family resource management process

Outline

Outline

C. GOAL
1. **Goals vs. Habits**
2. **Types of Goals**
3. **Plans for Attaining Goals**
4. **Obstacle to Goal Achievement**
5. **Goals and Feedback**

D. MOTIVASI
1. **Definisi motivasi**
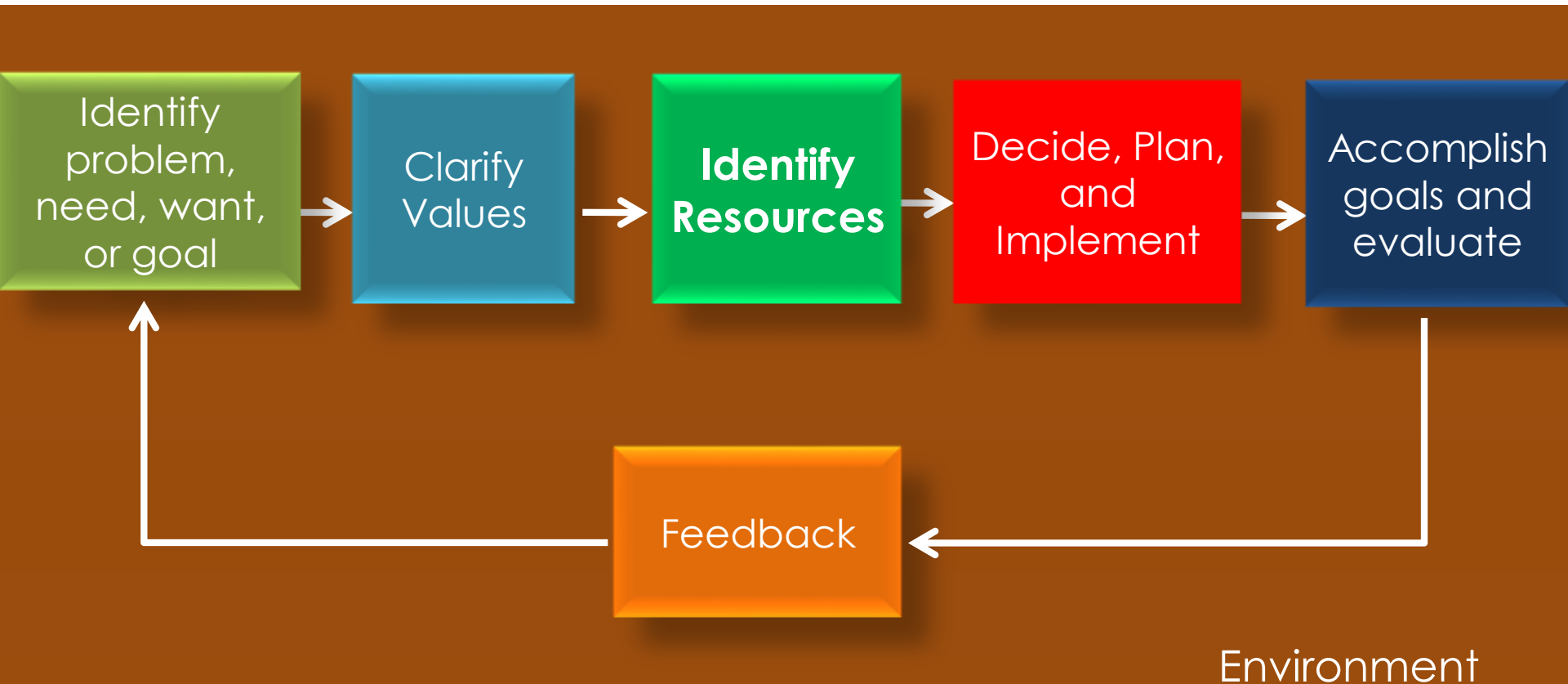2. **Jenis motivasi**

Outline

Management Process

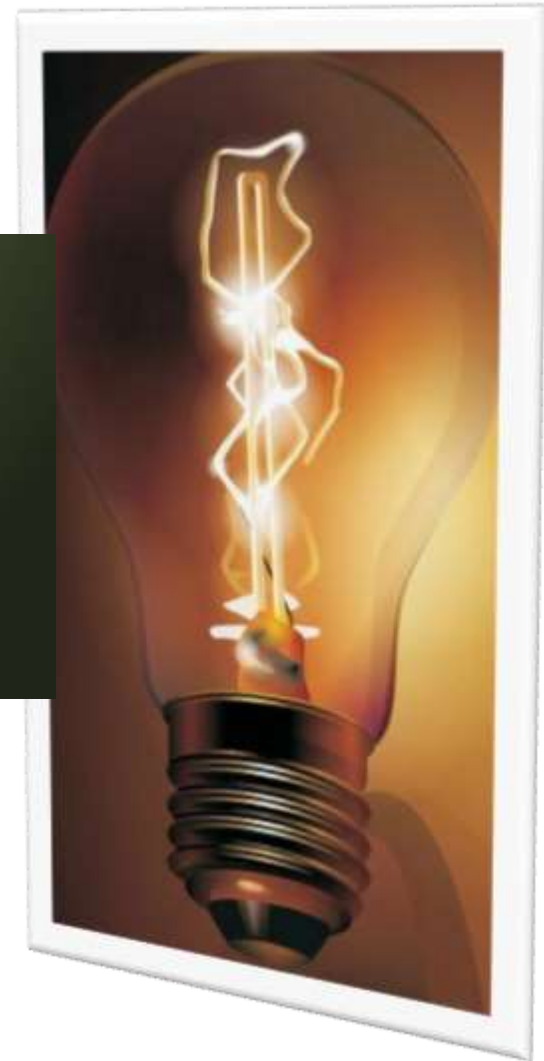Figure 1 The management process

A. Values

1. Definisi Values

Values are deep-seated **psychological construct** that direct individual preferences and strategies for **goal achievement**

Definisi Values

- Principle that guide behavior, including **goal-seeking behavior**
  - ❖ **Behavior**: what people actually do (action)
  - ❖ **Goal**: end result, the purpose toward which much behavior is directed
  - ❖ Are all behaviors goal-directed?

- **Value orientation**: integrated value system
- Example of values?

Values

Value meaning derived from two aspects:

Feeling about events, situation, groups of people, and things (**affective domain**)

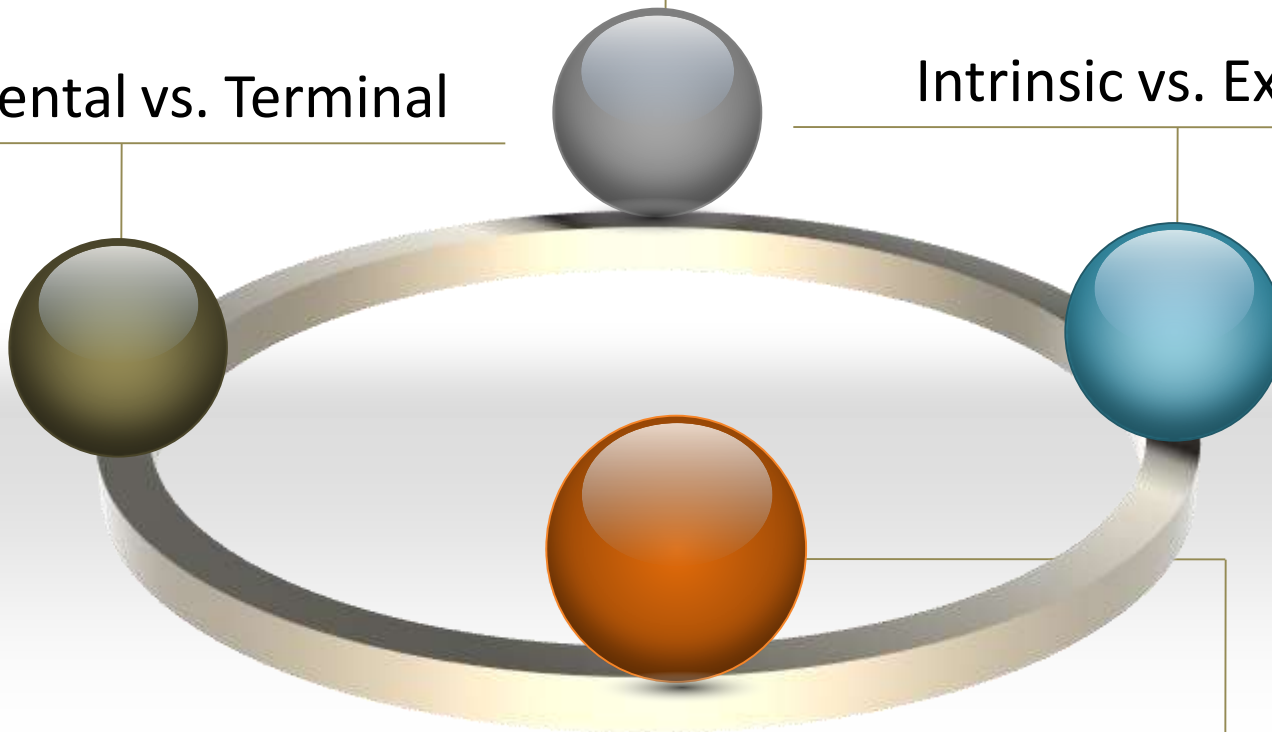Thinking about events, situation, groups of people, and things (**cognitive domain**)

Both affective & cognitive: **based on previous experience** →
Pemaknaan nilai is **an on-going, never-ending process**

2. Type of Values

Absolute vs. Relative

Instrumental vs. Terminal

Intrinsic vs. Extrinsic

Traditional, personal, and professional

3. Societal and Cultural Values

- Values are cornerstone of culture
- **Cultural values**: held conceptualization of what is right and wrong, or what is preferred in a culture
- Although enduring and measurable, **value can change through an evolutionary process**, influenced by:
  - ✓ Family or societal upset
  - ✓ Technological, economic, and cultural changes
  - ✓ Dramatic event (war, famine, disease)
  - ✓ Environmental threats

4. Families, Values, Standards, and Households

The way families maintain their homes in an expression of their values

Family have **standard** as quantitative/qualitative measure of values and goals (Chapter 1)

Family play important role on transferring values to their offspring, through **socialization**

Socialization is a lifelong process

4. Families, Values, Standards, and Households

Covid 19 dan tantangan untuk menjadi manusia tangguh, adaptif & lincah di tengah pandemik

Covid19 Menimbulkan banyak EMOSI NEGATIF: rasa takut, khawatir, waspada, kesedihan, kecemasan, kemarahan

Pada situasi inidiperlukan individu yang **kuat, resisten, tahan, tekun, disiplin, optimis, pantang menyerah** (STRONG CHARACTER)

Hanya bisa dibentuk jika dilakukan proses pembentukan karakter pada tingkat individu dan keluarga via EMOSI (+)

B. Attitude

1. Definisi Attitudes

- Outlooks that may express values, serve as means of evaluation, or demonstrate feeling in regard to some idea, person, object, event, situation, or relationship
- Attitudes are learned, children primarily learned their attitude from family
- Attitude influence behavior

2. Teori Attitudes

- Theory of Planned Behavior (Ajzen 1985):
  - Niat dipengaruhi oleh 3 faktor utama yaitu sikap terhadap perilaku, norma subjektif dan kontrol perilaku
  - Sikap terhadap perilaku adalah individual positive/ negative evaluation on performing a behavior is her/his attitude toward behavior
  - Subjective norm (norma subjektif) merupakan persepsi seseorang tentang pemikiran orang lain yang akan mendukung atau tidak mendukungnya dalam melakukan sesuatu.
  - Kontrol perilaku adalah persepsi kemudahan atau kesulitan dalam melakukan suatu perilaku.

3. Values vs. Attitudes

Similarities **Differences**

- Both affected behavior
- Both are abstract
- Both can be explicit (conscious level → readily verbalized) or implicit (subconscious level → can only identified by behavior)
- Both learned primarily through family

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3. Values vs. Attitudes

Similarities

Differences

- Values are fairly constant (deep-seated psychological construct), attitudes are more transitory and subject to change
- Values represent broad tendencies and highly prized belief (courage, ambition, etc.), attitudes are narrower predisposition (attitude about clothing style, food, etc)

C. Goals

1. Goals vs. Habits

- **Goals**: things people trying to accomplish
- Not all behaviors are goal-directed or goal-activated; some are simply basic survival behaviors or habits
- **Habits**: repetitive, often unconscious, patterns of behavior
- Example of goals and habits?

2. Types of Goals

By time

- Short-term (< 3 month
- Intermediate (3-12 bln)
- Long-term (> 1 th)

By time

By role

- Personal
- Professional
- Societal
- Familial

By role

By type

- Primary
- Secondary

By type

3. Plans for Attaining Goals

Set specific goals and prioritize them

1

State the goals clearly and positively

2

Forecast possible resource

3

Implement the plan

4

4. Obstacle to Goal Achievement

- Obstacle to achieving goals include: time, parents, family, rules, peers, social customs, demands, imagination, money, health, and natural disaster

- The way people perceive and react to obstacles will determine weather the goal is reached or not

- **Resiliency**: bounce back ability; the ability to overcome obstacles and to achieve positive outcomes even after experiencing extreme difficulties

  – Affected by: intelegence, competence, temperament, internal locus of control, and self-esteem

5. Goals and Feedback

- Individual and families need **feedback** to determine whether their goals are viable or need to be changed
- Goals is not always positive, examples of negative goals:
  - ✓ Too difficult goals so they can be self-defeating
  - ✓ Goals that cause people to be single-minded
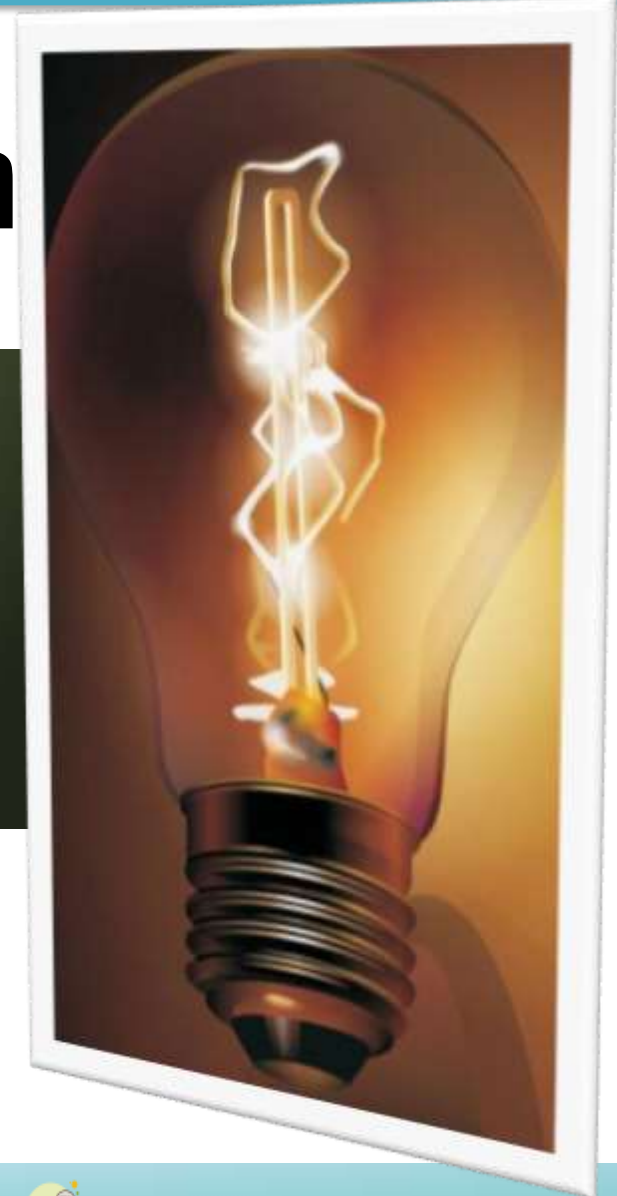- Listen to feedback helps keep goals realistic and on tract

D. Motivation

1. Definisi Motivation

Movement toward goals or other desired outcomes and also to vigor, drive, persistence, creativity, direction, and sustained energy

2. Jenis Motivation

Intrinsic Motivation: pleasure or value a person derives from the content of work or activity

Extrinsic Motivation: external forces to the individual

E. Sumberdaya

1. Definisi Sumberdaya

A resource is any entity, tangible or intangible, that contributes to the ability of an individual or family to produce valued outputs. (Goldsmith 2010)

2. Types of Resources

Intangible

Cannot be touched, hard to measure and observed.
Ex: knowledge, integrity, confidence

VS

Tangible

Real, touchable, or capable of being appraised.
Ex: Jewelry, land, and house

2. Types of Resources

Human Resources

Skills, talent, and abilities that people possess.

The sum of human resources that people use to achieve goals and other resources is **human capital**

Vs.

Material Resources

Natural phenomena (fertile soil, petroleum, rivers), and human-made items (buildings, money, etc)

3. Resources and Economics
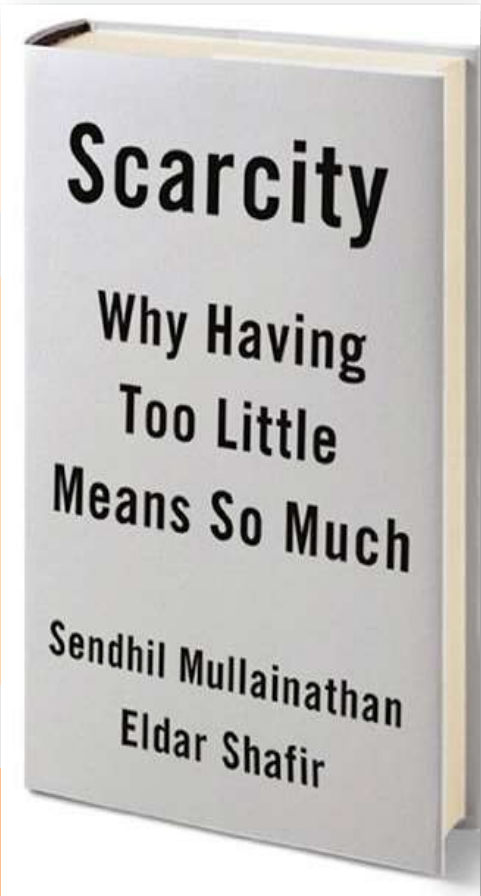
Scarcity

central concept in Economics :
a shortage or an insufficient amount of supply

↓

No society has enough goods or resource to satisfy everyone's wants and desires → scarcity will always exist → people cannot purchase everything at zero price (there is a cost to obtain scarce good or service)

↓

Leads individuals and families to economizing behavior and goal setting

Scarcity
Why Having Too Little Means So Much
Sendhil Mullainathan
Eldar Shafir

3. Resources and Economics

Household Activities: Trade-off and Time

"Manager(s)" of a family must decide, how family resources will be allocated to fulfill wants and needs

Household unpaid work

Vs.

Goods and services from market

3. Resources and Economics

Economic Well-Being

- The degree to which individuals and families **have economic adequacy and security**

  Combination of:
  - Monetary income
  - Financial assets
  - Human capital
  - Durable goods and services
  - Time
  - Ability to manage

  - Control over financial affairs and resources
  - Values
  - Job security
  - Retirement plans
  - Ability to adjust to change
  - Lifestyle decision

3. Resources and Economics

Economic Well-Being

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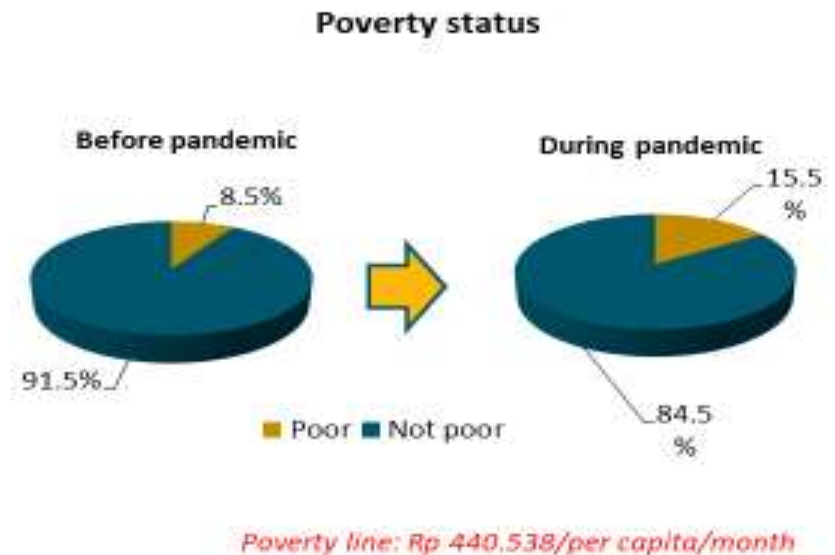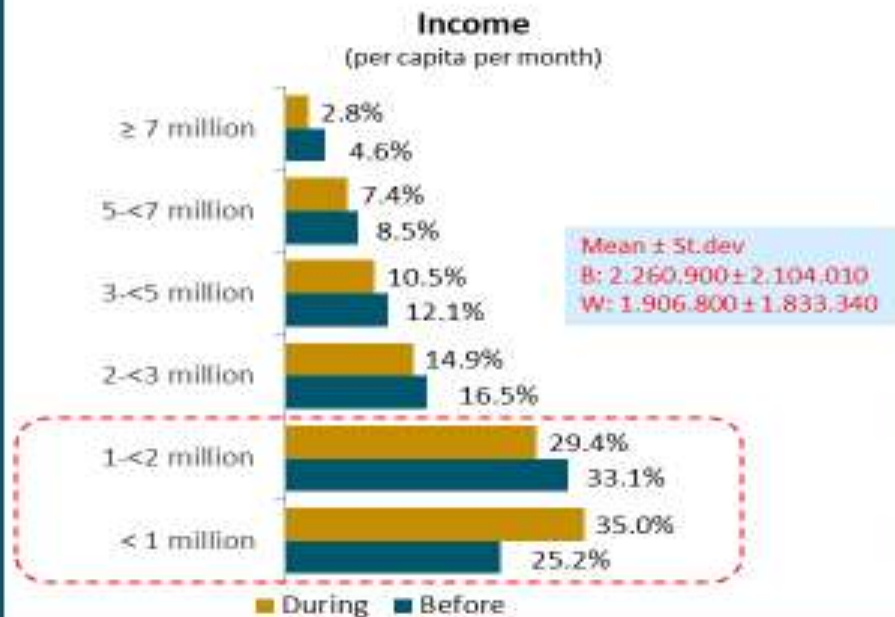
3. Resources and Economics

Allocation and Recognition of Resources

Resource recognition: **realization of the skills, talents, and materials in one's possession**

- Teenager: lack of resource recognition ability → improve as adult identity developing

- Education: help students become aware how to aware of their strength and how to capitalize them.

That shape the characteristic way an individual or family manages resource:

The Five Forces

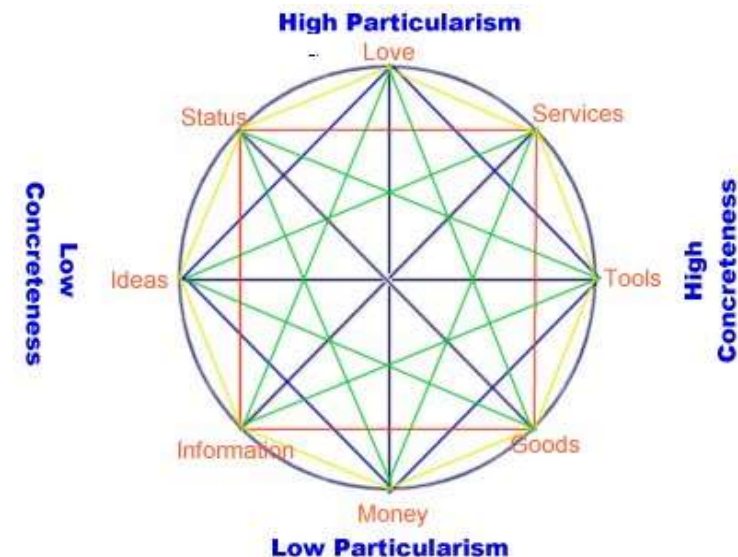|	
1	Psychological/ personality forces include values (shape choices and preferences)
2	Economic forces (regulate money, energy, material, services, and information)
3	Technological forces → generate problem-solving inventions, tools, and methods
4	Sociocultural forces → regulate mores, norms, and customs
5	Political–legal forces (allocate power and provide constrain, also protecting laws and regulations

4. Resource Attributes and a Model

Foa & Foa Resource Model

- **Model ini mengilustrasikan 'interdependence' dari sumberdaya**

- **'Teori Sumberdaya' menjelaskan hubungan-hubungan antar individu dalam menyediakan sumberdaya yang dibutuhkan :**

  Love, services, status, money, goods & information

- **Orang akan lebih selektif (*high particularism*) dalam menukarkan love (hanya dengan family & teman) daripada menukarkan uang**

High Particularism / Low Particularism / Low Concreteness / High Concreteness — Love, Services, Status, Tools, Ideas, Information, Goods, Money

5. Resource-Advantage Theory

- R-A theory has been widely used by organizations around the world
- Important concepts: **ENTREPRENEUR**, **LEVERAGING**, **and COMPETITION**
- How to applied **R-A Theory** on family resource management?
- Application of **entrepreneurship** and **leveraging** in family
  - Entrepreneur: a person who organizes, operates, and successfully manages a new enterprise
  - Leveraging: doing more with less

- There is objection toward competitive aspect of **R-A theory**, do families compete each other for scarce resource?
- Looking competition on positive way → how proactive and effective are families in using their resource

6. Resources, Families, and Households

- Remember how family (structure and interaction) change over time?

  - Women/mother participation in work force is constantly increase → **double burden**

- Although father's involvement in housework and child rearing has increased, **it remains limited** (Robinson & Godbey 1999)

- Studies: **women** do about **2/3 of the housework**

- Policy support for that problem? (leave after giving birth, etc.)