

ABSTRACT

Nowadays, gender equality becomes a hot topic and the role of women is one of the talks. Gender equality must continue to be encouraged in various fields of industry, including the Energy and Automation sector. In a company, gender equality can be assessed by looking at the numbers between men and women in the workforce which is always a significant problem for companies, this is certainly a material problem that may be considered by the company. This study focused on the problem that occurs at PT. Telkom Indonesia Regional III West Java. The purpose of this study was to determine the effect of gender equality on the work performance of PT. Telkom Indonesia Regional III West Java and to found the differences in perceptions about Gender Equality and Employee Performance by gender at PT. Telkom Indonesia Regional III West Java. This research used quantitative methods with comparative study (comparative test) to a sample of 186 people chosen by saturated sampling techniques. This research used descriptive analysis, regression test, and comparison test. Regression analysis results showed a positive relationship between gender equality and work performance as seen from the equation $Y = 0.647 + 0.807X$ where the regression coefficient for X (gender equality) is positive 0.807 which means that when the gender equality is good then the work performance will also be good. The results of hypothesis testing in the regression test showed a significant value seen from the t test where the value of t count 1 is greater than t table which means that the gender equality has a significant effect on work performance with a total effect (coefficient of determination) of 42.7%. To see whether there are differences in employee perceptions in assessing gender equality and performance, a comparative analysis is performed, where the results indicated that there are no significant differences in the perception of male and female employees in assessing gender equality and work performance (where the significance value is greater than 0.05). In other words, the perceptions of male and female employees regarding gender equality and performance show almost the same results.

Keywords: *Gender equality, Employee performance, PT. Telkom Indonesia Regional III Jawa Barat*