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international forum

17th - 23rd March 2012, Seoul - Gwangju
South Korea

INDONESIAN WOMEN'S Insight on VARIOUS TOPICS

I Proceeding I

ISBN 978-602-9077-25-4



University of 17 Agustus 1945 of Surabaya

A

International
Forum

17th - 23rd March 2012, Semarang, Indonesia

INDONESIAN WOMEN'S
Insight on
VARIOUS TOPICS

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University of 17 Agustus 1945
in Collaboration With

ISWI Surabaya is an association of women scholars from various professions and academic fields. Its focus is on women's issues, the Indonesia's and contemporary issues. ISWI as a non-profit organization, stressing the movement on strengthening the capacity of its members, community service and improving the quality of Human Resources.

ISWI international forum was held to improve the quality of its members. This forum is a medium for exchanging ideas between members of the ISWI and other groups in the international scale. In this forum we discuss various topics and current global challenges to be faced and proposed a smart, creative and care solutions.

In this opportunity, ISWI visiting South Korea. Primarily to the Ewha Women University in Seoul and Chosun University in Gwangju. This visit aims to enhance co-operation network between the ISWI with these universities. In addition, ISWI is also to bring together its researchers with university researcher to exchange and enhance scientific discourse. The results of this forum is expected to be beneficial for each country



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**WOMEN COOPERATION PERFORMANCE: AN APPRAISAL
IN EAST JAVA INDONESIA**

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Abstract

Evaluation indicator woman cooperation that is organization aspect, implementation and management aspect, productivity aspect, and benefit and impact aspect. Result found out good values with score on and equal 70 (seventy) as bis as 70%. Building on value evaluation performance women cooperation, then need to incerease women cooperation performance with application good corporate governance.

Keyword: Women Cooperation Performance, Organization Aspect, Implementation and management aspect, Productivity Aspect, and benefit and impact Aspect

INTRODUCTION

Managing and delivering performance is right at the center of any government, public sector or not-for-profit organization. Be it a federal or central government agency; a state or local government; an education organization; the police, fire or other emergency services; charities; courts; or national health care bodies, they all need to manage the effective and efficient delivery of their services. In principle, performance management is very simple: First, you need to agree and clarify what matters in your organization; second, you need to collect the right management information to understand whether you are delivering performance in accordance with your plans; and third, you need to gain insights from the information, which in turn helps you deliver better performance going forward.

ALIGNING ORGANIZATIONAL STRUCTURE AND GOVERNANCE

When a new strategy is being designed, it also makes sense to take a look at the way an organization is structured and governed. I have worked with many organizations where it was necessary to change the organizational structure or governance to create a better fit between the strategic priorities outlined in the value creation map. If you have identified new strategic themes and objectives, then for me it is only common sense to align the organizational structure and governance to these themes. Many public sector and not-for-profit organizations are structured

in very traditional and functional silos instead of cross-departmental structures that are aligned with the corporate objectives. Similar to unaligned activities,

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strongly hierarchical that are not closely aligned with the strategy can pose serious barriers to the strategy implementation. I find that especially in government organizations there can be a reluctance to embrace new ways of working, and they are often unable or unwilling to address the fragmentation and silos within their organizations, Creelman (2006).

A good way to understand the alignment between the strategy and the current structure is to take a look at the value creation map and the associated activities and identify who within the organization, that is which groups of people or departments, will be responsible for delivering them. If it is easy to map the different departments and group to individual elements and objectives on the map then this indicates good alignment. However, if it is difficult to map individual groups or departments to the different tasks and if the different elements and objectives require collaboration between different subgroups of departments, then it might make sense to consider restructuring the organization and governance processes to better align it with the strategic objectives. Some organizations have addressed this with a matrix structure that allows them to keep functional departments but overlay a cross-departmental structure designed to deliver the strategic objectives identified in the value creation map. By its simplest definition, the matrix is a grid-like organizational structure that allows an organization to have multiple command structures. In a basic two dimensional structure, an organization would have the functional structure, but in addition it would also create a cross-functional structure to deliver the various strategic objectives identified on the value creation map.

This can be less disruptive to individuals as the functional or departmental structures will remain as a constant but the silos are broken up by the cross departmental structures that are managed to focus on the strategic priorities. The advantage of this model is that it gives organizations the flexibility to address the changing strategic priorities without having to change all the lines of authority and responsibility. However, it also has some disadvantages that have to be managed carefully. Perhaps the key disadvantage is the creation of two lines of supervision, with its potential to create role conflict, role ambiguity and role overload. Good communication mechanisms need to be put in place to ensure the potential drawbacks are addressed.

UNDERSTANDING WHY WE MEASURE

There are many different reasons why we measure performance in organizations. These are often reduced to simple homilies, such as 'you can't manage anything unless you measure it' or 'what gets measured gets done'. I believe all different reasons for measuring performance can be categorized under one of the following three headings:

1. Controlling behavior: Measures are used in a top-down command and control fashion to guide and control people's behaviors and actions. Measures are used to set goals or rules, to objectively assess the achievement of these goals and to provide feedback on any unwanted variance between achievements and goals. Here, the aim of measurement is to eliminate variance and improve conformity. In

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this context, measures are often tightly linked to reward and recognition structures.

2. External reporting and compliance: Measures are used to inform external stakeholders and to comply with external reporting regulations and information requests. When measuring for external reporting and compliance purposes, any reports and associated indicators can either be produced on a compulsory basis, such as annual financial statements and accounts, or be on a voluntary basis, such as environmental impact reports, for example.

3. Learning and empowerment: Measures are used to empower employees and to equip them with the information they need to learn and make decisions that lead to improvements. In this context, measures are used as the evidence base to inform management decisions, to challenge strategic assumptions and for continuous learning and improvement.

PERFORMANCE INDICATOR DESIGN

To guide the indicator design, I have developed a performance indicator design template that can be completed in conjunction with the performance indicator decision framework described above. Completing this template ensures that organizations develop a sound and comprehensive understanding of each of their performance indicators. This is important because it ensures that all important elements on an indicator have been considered and that the data is consistently collected and interpreted. It eradicates the ambiguity, ambivalence and inconsistency that I see far too often with performance indicators. If indicators are to become the basis for decision making and learning, it is essential that everyone understands what these indicators mean, how reliable they are, where the data comes from, etc. The template I present here can be used to develop completely new indicators or to develop a more comprehensive picture of existing performance indicators. The indicator design template clarifies why we need the indicator, provides information about how the data will be collected, identifies the targets set for the indicator and outlines who will see the data and in what format. Below, I will now explain each part of the performance indicator design template in more detail. For a summary of the template please see Table 1.

TABLE 1
EVALUATION INDICATOR WOMEN COOPERATION

No	INDICATOR	NILAI
1.	Organization Aspect	
1.1	Paid Member Main Savings	5
1.2	Paid Member Must Savings	5
1.3	Implementation Board Meeting	5
1.4	Implementation Year Member Meeting	5
1.5	Activity Schedule and Income Estimate Schedule	5
1.6	Member Total Increase Ratio	5
1.7	Member Total Increase Ratio which is except have Paid Member Main Savings and Paid Member Must Savings	5

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1.8	Investigation and Supervision	5
2.	Implementation and management aspect	
2.1	16 Cooperation Administration Book	5
2.2	Organization Structure	5
2.3	Office Tool	5
2.4	Women Cooperation Name Plank	5
3.	Productivity Aspect	
3.1	Self Financial Capital Remunerativeness	5
3.2	Return on Asset (ROA)	5
3.3	Asset Turn Over (ATO)	5
3.4	Profitability	5
3.5	Liquidity (CA)	5
3.6	Solvability	5
4.	Benefit and Impact Aspect	
4.1	Cooperation Effort Transaction	4
4.2	Social Donation	3
4.2	Cooperation between Industrial Affairs	3
	VALUE TOTAL	100

DECIDING ON THE MEASUREMENT INSTRUMENT

An important step in designing indicators is to decide on the measurement instrument that will be used to collect the data. We often associate counting and using independent and archival sources with objectivity and reliability, and perception-based data with unreliability. This belief needs to change when it comes to performance assessment in our organizations. Also, while standard measures might help, the most benefits and insights come from the unique indicators that deliver insights on your unique value creation and your unique performance issues and questions. Soon, more measures will be qualitative and even quite subjective. For example, well-designed rating scales can often be worth while assessment tools for many aspects of performance that cannot yet be measured in a more objective way using standard methodologies. We have to start taking qualitative and perception-based indicators seriously. Many studies have shown that perceptual assessments are as reliable, if not more reliable, as archival data. Perception data can provide richer insights into the real level of performance and it allows us to actively involve people in the performance assessment. To enable us to consider different measurement instruments, I have outlined a number of different measurement. Instruments that can be used to measure performance:

1. *Surveys and questionnaires* provide a relatively inexpensive way of collecting data on performance from a large pool of people who might be in different locations. This can be done via mail, e-mail, Internet or phone. One big problem with this is that there has been a huge influx of surveys over the past few years, as more and more organizations require data for their non financial indicators. The consequence of this is that it is getting harder to make people complete a survey. It is always a good idea to reduce the amount of time and effort required to collect

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performance data, not only for your organization, but also for your customers, employees, suppliers, etc. Intangibles such as employee engagement, corporate culture, customer attitudes, innovation climate or brand image are areas where surveys are regularly used as measurement instruments.

2. *In-depth interviews* are guided conversations with people, rather than structured queries such as surveys. They involve putting forward open-ended (how, why, what) questions in a conversationally, friendly and nonthreatening manner. Interviews can be conducted face-to-face or via telephone or videoconference. Interviews enable us to interact directly with respondents and may result in new insights about performance.

3. *Focus groups* are facilitated group discussions in which participants can express and share their ideas, opinions and experiences. They provide a unique and interactive way to gather information and allow the collection of rich, qualitative information. Focus groups are good ways of assessing employee- and customer-related performance indicators such as customer experience, customer or staff engagement, team-working climate or trust.

4. *Mystery shopping approaches* are the assessment of a service by a 'secret shopper' posing as a client or customer. Some organizations have in-house programs, whereby they employ their own mystery shoppers; other organizations hire external suppliers to provide this service. The beauty of this assessment approach is that it is less intrusive than surveys or interviews. Many government, public sector and not-for-profit organizations have started using mystery shopping to assess customer experiences. Trained mystery shoppers can also be used for many other internal performance assessments such as organizational culture or atmosphere.

5. *External assessments*: External organizations and institutions can provide independent performance assessments and indicators. Independent surveys that measure the brand recognition, customer awareness or market share in specific segments are good examples of external assessments. An independent company creates a set of criteria and then measures everyone against these criteria to assess, for example, the relative position or values of brands

or corporate reputations. The advantage of such external and independent assessments is that it provides data that allows comparisons between organizations. However, the problem with external assessment is that they might be too generic and often use assessment approaches that don't provide the answers to the internal KPQs. External assessments are best used as supplementary data to cross-check and validate other internal indicators.

5. *Observations* allow us to collect information by observing situations or activities with little or no manipulation of the environment. The technical research field linked to observations is modern ethnography. Ethnography, which has its historic roots in the research of cultures and societies, uses observations and fieldwork to look at phenomena in a holistic manner. The method was founded on the idea that some phenomena cannot be accurately understood by only looking at some parts independently of each other. The observer can either take the role of a passive onlooker/outsider or can become involved in activities and, therefore, take the role of partial or full participant observer. The power of using observation



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methods is that it engages all of our senses not just our sight. It enables us to take in and make sense of the entire experience through our nose (smell), eyes (sight), ears (hearing), mouth (taste), and body (touch). Unlike other data collection methods, observation data can provide us with a more holistic understanding of the phenomenon we're studying. Observation outputs can take the format of score sheets, checklists, narrative reports and video- or audio taping. Observations have been successfully used in assessing organizational culture, skill and experience levels of employees. Instead of waiting for accidents and injuries to occur and then count those, so-called safe behavior measures can be used: Observers proactively look for safe behaviors that would prevent the most common accidents and record those on a behavioral observation form. This information can then be shared and at the same time immediate feedback can be provided on potentially unsafe behavior. Ethnography techniques include direct, first-hand observation of behavior, including participant observation, and conversation with different levels of formality such as small talk or structured interviews. These observations can be recorded for a limited time or over a continuous long-term timeframe.

6. *Peer-to-peer evaluation* is the assessment of performance in which participants vote or assess each other's performance. This can either be done openly or anonymously and enables people to learn from each other and to consider their own performance from the perspective of other people. Peer to- peer evaluations have been successfully used to gauge elements including trust, knowledge and experience, teamwork and relationships

TABLE 2
EVALUATION LEVEL WOMAN COOPERATION IN SIDOARJO EAST
JAVA

No	WOMEN COOPERATION	VALUE
1.	Amanah	90
2.	Mandiri Mekar Bersama	89
3.	Karya Mandiri	86,25
4.	Surya Abadi	85,75
5.	Mekar Sari	83,75
6.	Rukun Makmur	81,25
7.	Bunga Dahlia	80,75
8.	Turi	80,75
9.	Mandiri	80,75
10.	Maju Bersama	80,75
11.	Bebekan Makmur	79,5
12.	Sumber Rejeki	79,5
13.	Wijaya Kusuma	79,5
14.	Utama Sejahtera	78,5
15.	Indah Sejahtera	78,5
16.	Wage Sejahtera	78
17.	Lestari	77
18.	Bunga Kenanga	76,75

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19.	An Nisa Sejahtera	76,75
20.	Bu Eka Dua Belas Sinar	75,75
21.	Mekar Mulya	75,75
22.	Khodijah	74,75
23.	Langgeng Makmur	74,75
24.	Gladiol	74,5
25.	Rukun Jaya	74,25
26.	Al Barokah	74
27.	Anggrek	73,75
28.	Budi Lestari	73,25
29.	Sejahtera	73
30.	Melati Suci	72,5
31.	Barokah	72,25
32.	Srikandi	72
33.	Sakinah	72
34.	Elbra Mekarsari	72
35.	Kartini	72
36.	Melati	72
37.	Melati	72
38.	Sekar Arum	71,75
39.	Al Chusnah	71,75
40.	Cempaka Jaya	71,75
41.	Wijaya Kusuma	71,5
42.	Ar Rahmah	71,25
43.	Kartini	71,25
44.	Nusa Indah	71,25
45.	Amenur Jaya	71
46.	Melati	71
47.	Srikandi Mandiri	70,75
48.	Maju Bersama	70,75
49.	Al Iklas	70,75
50.	Bu Eka Melati	70,5
51.	Artha 21	70,5
52.	Bina Karya	70,5
53.	Sugih Makmur	70,5
54.	Waru Indah	70,5
55.	Indah Sejahtera	70,5
56.	Bu Eka Az-Zahra	70,25
57.	Lestari	70
58.	Flamboyan	70
59.	Bu Eka Aulia	69,75
60.	Mulyo Abadi	68,5
61.	Mawar	68,25
62.	Bu Eka "Zaitun"	68,25



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63.	Melati	68
64.	Melati	68
65.	Al Firdaus	68
66.	Kaca Piring	67
67.	Makmur Lestari	66,75
68.	Nur Hidayah	66,75
69.	Annisa Maju	66,75
70.	Maju Makmur	66
71.	Anggrek	65,5
72.	Menur I	65,5
73.	Jati Setia	65,5
74.	Al Hikmah	65,5
75.	Istiqomah	65,5
76.	Mawar Putih	65,5
77.	Sri Rejeki	65,25
78.	Baitul Antiq	64,75
79.	Kenanga	64,75
80.	Usaha Bersama	64,25
81.	Flamboyan	64,25
82.	Sedap Malam	64,25
83.	Dahlia	64,25
84.	Teratai	64,25
85.	Teratai	64,25
86.	Barokah	63
87.	Al-Mubarakah	62,75
88.	Kenanga	61,75
89.	Kartini	61,75
90.	Barokah	61,75
91.	An Nisa Damai	62,25
92.	Karunia Indah	62,25
93.	Melati Mandiri	62
94.	Mitra Mandiri	61
95.	Bina Mandiri	61
96.	Kemuning	61
97.	Sejahtera	60,5
98.	Bunga Desember	60,5
99.	Sekar Pelangi	60,5
100.	Rizki Lestari	60,5
101.	Srikandi Sehati	60
102.	Annisa Jaya	59,75
103.	Sumber Rejeki	59,75
104.	Seruni	59,25
105.	Aulia Indah	59,25
106.	Seruni	59,25



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107.	An Nisa Makmur	59,25
108.	Sedap Malam	59,25
109.	Saricempaka	59,25
110.	Annisa Bersatu	58
111.	Teratai	58
112.	Mawar	57,75
113.	Delta Wira Karya	57,25
114.	Budi Luhur	57,25
115.	Mandiri	57,25
116.	Kartini	57
117.	Suka Maju	56,75
118.	An Nisa Mandiri	56,75
119.	Setia Bakti	56,75
120.	Sejahtera	56,75
121.	Mawar Merah	56,75
122.	Matahari	56,75
123.	An Nisa Sentosa	56,75
124.	Karunia Anggun	56,25
125.	Puspa Kencana	56
126.	An Nisa Bahagia	56
127.	Sejahtera	55,5
128.	Asparaga	54,25
129.	Lestari Mulya	54,25
130.	Sumber Arta Wanita	54
131.	Bakung Lestari	54
132.	Dahlia	53,73
133.	Melati	53
134.	Anggrek Jingga	53
135.	Miftakhul Jannah	53
136.	Amanda	51,75
137.	Bugenvil	50,50
138.	Cempaka	50
139.	Sumber Rejeki	49,75
140.	Sakinah	49,5
141.	Flamboyan	49,25
142.	Al Amanah	49
143.	An Nisa Setia	48,5
144.	Cempaka Jaya	47,5
145.	Kencana	46,25
146.	Bunga Dahlia	45,25
147.	Do'a Ibu	43
148.	Fatur	41,5
149.	Arta Kencana	40,50
150.	Pandan Wangi	37,25



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151.	Al Mubarak	37,25
152.	Wijaya Kusuma	36
153.	Al Barokah	36
154.	Gading	36
155.	Arromah	36
156.	Ayu Lestari	36

TABLE 3
EVALUATION LEVEL WOMAN COOPERATION IN MOJOKERTO
EAST JAVA

NO.	WOMEN COOPERATION	VALUE
1.	Sumber Rejeki Jaya	93,75
2.	Temu Rukun	91
3.	Melati III	90,5
4.	Larasati	89,25
5.	Lestari	88,75
6.	Sri Rejeki	88,75
7.	Manduro Makmur	88
8.	Al Hikmah	88
9.	Tutur Mandiri	87,5
10.	Jati Arum	86,5
11.	Melati Jabon	85,5
12.	Kusuma	85,5
13.	Lancar Jaya	85
14.	Mekar Jaya	84,25
15.	Randu Bango Maju	83,75
16.	Awang-awang Mandiri	83,75
17.	Sri Tanjung	82,75
18.	Mandiri Sejahtera	82,75
19.	Sahabat Pacet Lestari	82,5
20.	Sahabat Barokah	82,5
21.	Srikandi	82
22.	Sri Uni	82
23.	Sawo Indah	82
24.	Putri Wijaya	81,5
25.	Kartini	81,5
26.	Sumber Makmur	81,5
27.	Sejahtera	81,50
28.	Bina Umat	81,25
29.	An Nisa' Al Barokah	81,25
30.	Mandiri Sejati	81
31.	Sri Rejeki Jaya	80,25
32.	Segaran	80

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33.	Putri Mandiri	80
34.	An Nisa' Al Amanah	80
35.	Putri Mojopahit	80
36.	Srikandi	80
37.	Sri Rejeki Makmur	80
38.	Mekar Jaya	80
39.	Flamboyant	80
40.	Sinar Mutiara	80
41.	Maju Jaya	80
42.	Mekar Sari	78,75
43.	Dharma Bhakti	78,75
44.	Dewi Sartika	77,5
45.	Usaha Mandiri	77,5
46.	Al Hidayah	77
47.	Sahabat Fatmawati	76,75
48.	Mlaten Mandiri	76,75
49.	Rahayu Lestari	76,25
50.	Srikandi	75,5
51.	Bina Mandiri	75,5
52.	Sri Rejeki Indah	75
53.	Wanita Berkarya	75
54.	Karya	74,5
55.	Sahabat Medali	74,25
56.	Tepo Seliro	74,5
57.	Intan	74,25
58.	An Nisa' Al Huda	73,75
59.	Baugenvile	73,75
60.	Srikandi Jaya	73,75
61.	Sri Rejeki	73,5
62.	Kaliayu	73,5
63.	Putri Cempo	73,25
64.	Melati Indah	73,25
65.	Gapuro Mojopahit	72,5
66.	Primavera	72
67.	Dahlia II	71,75
68.	Sumber Rejeki	71,25
69.	Srikandi Purwojati	71,25
70.	Sido Makmur	71,25
71.	Bunda Bhakti	71,25
72.	Fitulung	71,25
73.	Tanjung Lestari	71,25
74.	Sahabat Kita	71,25
75.	An Nisa Bersatu	71,25
76.	Sahabat Nuris	71



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77.	Kartini Sumolawang	71
78.	As Syifa	70,75
79.	Sumberirang Indah	70,75
80.	Madu Lancar	70,75
81.	Sahabat Abadi Mulya	70,5
82.	Tunas Melati	70,5
83.	Mandiri Lestari	70
84.	Guna Mandiri	70
85.	Artha Lestari	70
86.	Putri Pertiwi	70
87.	Bina Karya	70
88.	Sumber Makmur	70
89.	Gotong Royong	69,5
90.	Suka Makmur	69
91.	Kedung Rejeki	68,75
92.	Sumber Makmur	68,25
93.	Jaya Abadi	68,25
94.	Ken Dedes	68
95.	Pungging Lestari	68
96.	Putri Curah Mojo	67,75
97.	Jedong Lestari	67,5
98.	Barokah	67
99.	Ploso Indah	66,25
100.	Mekar Abadi	66
101.	Harapan	65,75
102.	Rahayu	65,75
103.	Sahabat	65,5
104.	Artha Anugerah	65,5
105.	Bina Mandiri Sejahtera	65,25
106.	Asri Abadi	65
107.	As Sakinah	65
108.	Sahabat Abadi	65
109.	Mekarsari Jaya	64,5
110.	Moro Seneng	63,75
111.	Makmur Jaya	63,75
112.	Tulus Bahagia	61,75
113.	Lakar Jaya	60,5
114.	Putri Duyung	60,5
115.	Tunas Harapan	60,5
116.	Bukit Trawas	60,25
117.	Tapak Jati Mulya	59,25
118.	Purworejo	58
119.	Tunggul Wulung	58
120.	Jaya Makmur	55

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121.	Sahabat Qolby	54,25
122.	Nyaur Teratur	50,75
123.	Bina Sejahtera	48
124.	Anggrek Putih	45,5
125.	Al Barokah	45
126.	Srikandi Candiharjo	30
127.	Melati Putih	30
128.	Anugerah Makmur	30
129.	Pelangi Sumber Jati	30
130.	Anugerah Indah	30
131.	Mandiri	30
132.	Permata	30
133.	Sri Rejeki Indah	30
134.	Anugerah	30

TABLE 4
EVALUATION LEVEL WOMAN COOPERATION IN SAMPANG EAST
JAVA

NO.	WOMAN COOPERATION	VALUE
1.	Annisa	94,25
2.	Matahari Bangsa	87,5
3.	Mutiara	86,75
4.	Sakura	85
5.	Lancar Jaya	84,5
6.	Makmur	83,75
7.	Barokah	81,75
8.	Taruna	81,5
9.	Al Hikmah	80,75
10.	Indah	80,75
11.	Rosela	80,75
12.	Melati Jaya	80,5
13.	Lila Tunggal	80
14.	Merah Delima	80
15.	Putri Kamoning	79,5
16.	Karang Mas	79,5
17.	Pelangi	79,5
18.	Srikandi	79,5
19.	Permata	79,5
20.	Cemerlang	79,25
21.	Annisa Sejahtera	79,25
22.	Gemilang	79,25
23.	Al-Barokah	79,25
24.	Seruni	78,75

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25.	Al Hidayah	78,75
26.	Mandiri	78,75
27.	Suka Maju	78,5
28.	Abadi	78,25
29.	Maju Jaya	77,5
30.	Maju Jaya	77,5
31.	Cempaka Asri	77
32.	Rato Ebu	75
33.	Bersemi	74,5
34.	Sejahtera	74,5
35.	Taman Indah	74,5
36.	Sejahtera	73
37.	Flamboyan	72,75
38.	Jatra Abadi	72,25
39.	Taman Sari	71,25
40.	Sekar Jaya	70,5
41.	Indah Lestari	70
42.	Al-Haromain	70
43.	Kotah Jaya	70
44.	Mandiri	70
45.	Bunga Lestari	70
46.	Tunas Jaya	70
47.	Khoirutunnisa	70
48.	Ainul Yakin	70
49.	Cempaka Bangkit	70
50.	Rejeki	70
51.	Maju Usaha	70
52.	Anugerah Jaya	65,75
53.	Persatuan	65,75
54.	Muslimah Mandiri	64,5
55.	Al-Hikmah	64
56.	Sejati	63,75
57.	Amanah	63,75
58.	Mawar	63,25
59.	Cempaka	62
60.	Fajar	60,5
61.	Berlian	60,75
62.	Melati Putih	59,5
63.	Sahara	58,75
64.	Delima	58,25
65.	Merpati Putih	57,25
66.	Ijtihad	57
67.	Rosela Indah	57
68.	Marga Jaya	55,75

69.	Kramat Jaya	55
70.	Tambak Indah	52,25
71.	Permata Sari	45,5
72.	Gunung Madu	37,75
73.	Dahlia	30
74.	Mitra Jaya	30
75.	Arjasa	30
76.	Anugerah Indah	30
77.	Maharani	30
78.	Tirta Jaya	30
79.	Karya Lestari	30
80.	Al-Jamila	30
81.	Merpati	30
82.	Intan	30

SUMMARY

Evaluation indicator woman cooperation that is organization aspect, implementation and management aspect, productivity aspect, and benefit and impact aspect. Evaluation woman cooperation at 3 (three) regency in East Java that is Sidoarjo regency, Mojokerto regency, and Sampang regency, found out good values with score on and equal 70 (seventy) as bis as 70%. Building on value evaluation performance women cooperation, then need to increase women cooperation performance with application good corporate governance.

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