

**REPRESENTATION OF THE GLASS CEILING ON
WOMEN'S CAREERS IN THE *HIDDEN FIGURES* FILM AND
THE *MISAENG* DRAMA SERIES**

THESIS

**Submitted in Partial Fulfillment of the Requirements
for the Degree of *Sarjana Humaniora***



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DEDICATION

This thesis is dedicated to:

1. My beloved parents.
2. My beloved family.
3. English Letters 2020.
4. English Letters Department.
5. My Almamater UIN Raden Mas Said Surakarta

MOTTO

“There was a small voice inside of me. Wake up man and listen to yourself, most people thought we were hopeless, and sometimes I just wanted to quit, but I think I was very lucky that I didn't give it all up. And I'm sure that I and we Will keep stumbling and falling like this. Now, more than ever, we must try to remember who we are and face who we are. We must try to love ourselves and imagine the future.”

- Kim Nam-Joon -

“Dan bersabarlah kamu, Sesungguhnya janji Allah adalah benar.”

- Qs. Ar-Ruum ayat 60 -

PRONOUNCEMENT

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I hereby sincerely state that the thesis entitled “Representation of the Glass Ceiling on Women’s Careers in the *Hidden Figures* Film and the *Misaeng* Drama Series” is my own original work. To the best of my knowledge and belief, the thesis contains no material previously published or written by another person except where due references are made.

If later proven that my thesis has discrepancies, I am willing to take the academic sanctions in the form of repealing my thesis and academic degree.

Surakarta, April 2, 2024

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The researcher believes that this thesis would not have been completed without help, support and suggestions from various parties. Therefore, in completing this thesis, the author received a lot of guidance, advice and support from many parties. So, on this occasion the author would like to express his deepest gratitude to:

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The Researcher,



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ABSTRACT

Alya Nur Haliza. 2024. REPRESENTATION OF THE GLASS CEILING ON WOMEN'S CAREERS IN THE HIDDEN FIGURES FILM AND THE MISAENG DRAMA SERIES. Thesis. English Letters Study Program. Faculty of Cultures and Languages.

Advisor : Dr. Nur Asiyah, M.A.

Keywords : Representation, Glass Ceiling, Women's careers, Hidden Figures, Misaeng.

This thesis examines the representation of the glass ceiling phenomenon in women's careers as represented in the *Hidden Figures* film and the *Misaeng* drama series. Glass ceilings refer to invisible barriers that hinder women's progress in the workplace, often hindering their ability to reach top positions regardless of their qualifications and abilities. Therefore, the formulation of this thesis problem is How the glass ceiling aspect is represented in the *Hidden Figures* film and the *Misaeng* drama series?, and What are the obstacles faced by female characters in achieving their careers?

In this study, researchers used feminist approaches and feminist standpoint theory. Feminist standpoint theory provides a framework for critically analyzing glass ceiling representations in media such as *Hidden Figures* and *Misaeng* by highlighting the importance of centering women's perspectives and experiences, especially those from marginalized groups, in understanding and addressing issues of gender inequality in the workplace.

The research method used is descriptive qualitative. The data from this study are aspects of the glass ceiling and the challenges faced by female characters in the *Hidden Figures* film and the *Misaeng* drama series. A descriptive way of describing, explaining and analyzing phenomena that occur based on data. Therefore, researchers are trying to collect facts and data related to it. One qualitative descriptive method is documentation research. That is, researchers collect data related to this method, then search for information by collecting data from the films *Hidden Figures* and the *Misaeng* drama series.

The research results revealed that from 64 data, aspects of the glass ceiling were found, including 30 data of discrimination, 22 data of patriarchy, and 12 data of stereotypes. Furthermore, data on obstacles faced by female characters include gender discrimination 30 data, Gender Pay Gap 2 data, lack of experience 3 data, work-family conflict 5 data, gender education gap 4 data, gender stereotypes 13 data, and masculinity 7 data. Discrimination is a dominant inhibiting aspect of the glass ceiling because it creates a work environment that does not support women's professional development. In addition, gender discrimination is the obstacle most often experienced by women in the form of unfair treatment which can prevent women from achieving leadership positions or obtaining career opportunities equal to men.

ABSTRAK

Alya Nur Haliza. 2024. REPRESENTATION OF THE GLASS CEILING ON WOMEN'S CAREERS IN THE HIDDEN FIGURES FILM AND THE MISAENG DRAMA SERIES. Skripsi. Program Studi Sastra Inggris. Fakultas Adab dan Bahasa.

Advisor : Dr. Nur Asiyah, M.A.

Keywords : Representasi, Glass Ceiling, Karir Perempuan, Hidden Figures, Misaeng.

Tesis ini mengkaji tentang representasi fenomena glass ceiling dalam karir perempuan yang digambarkan dalam film Hidden Figures dan drama series Misaeng. Glass ceiling mengacu pada hambatan tak kasat mata yang menghambat kemajuan perempuan di tempat kerja, sering kali menghambat kemampuan mereka untuk mencapai posisi teratas terlepas dari kualifikasi dan kemampuan mereka. Oleh karena itu, rumusan masalah skripsi ini adalah Bagaimanakah aspek glass ceiling yang direpresentasikan dalam film Hidden Figures dan drama series Misaeng?, dan Apa saja kendala yang dihadapi tokoh perempuan dalam mencapai karirnya?

Dalam penelitian ini, peneliti menggunakan pendekatan feminis dan teori sudut pandang feminis. teori sudut pandang feminis memberikan kerangka kerja untuk menganalisis secara kritis representasi glass ceiling di media seperti Hidden Figures dan Misaeng dengan menyoroti pentingnya memusatkan perspektif dan pengalaman perempuan, terutama dari kelompok marginal, dalam memahami dan mengatasi isu-isu ketidaksetaraan gender di tempat kerja.

Metode penelitian yang digunakan adalah deskriptif kualitatif. Data dari penelitian ini adalah aspek glass ceiling dan kendala yang dihadapi karakter perempuan dalam Hidden Figures dan Misaeng. Suatu cara deskriptif untuk menggambarkan, menjelaskan dan menganalisis fenomena yang terjadi berdasarkan data. Oleh karena itu, peneliti berusaha mengumpulkan fakta dan data terkait hal tersebut. Salah satu metode deskriptif kualitatif adalah penelitian dokumentasi. Artinya, peneliti mengumpulkan data terkait metode tersebut, kemudian mencari informasi dengan mengumpulkan data dari film Hidden Figures dan serial drama Misaeng.

Hasil penelitian mengungkapkan dari 64 data ditemukan aspek dari glass ceiling diantaranya diskriminasi sebanyak 30 data, Patriarki sebanyak 22 data, dan stereotip sebanyak 12 data. Selanjutnya data kendala yang dihadapi karakter perempuan antara lain diskriminasi gender 30 data, Gender Pay Gap 2 data, kurangnya pengalaman 3 data, konflik pekerjaan-keluarga 5 data, kesenjangan pendidikan gender 4 data, stereotip gender 13 data, dan maskulinitas 7 data. Diskriminasi menjadi aspek penghambat dominan dari glass ceiling karena menciptakan lingkungan kerja yang tidak mendukung pengembangan profesional perempuan. Selain itu, diskriminasi gender menjadi kendala yang paling sering dialami perempuan berupa perlakuan tidak adil yang dapat menghambat perempuan mencapai posisi kepemimpinan atau memperoleh kesempatan karir yang setara dengan laki-laki

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LIST OF ABBREVIATIONS

D	: Discrimination
S	: Stereotype
P	: Patriarchy
GD	: Gender Discrimination
GPG	: Gender Pay Gap
EXP	: Lack of Experience
WFC	: Work Family Conflict
GEP	: Gender Education Gap
SG	: Stereotype Gender
MC	: Masculinity

CHAPTER I

INTRODUCTION

A. Background of the Study

Women and minority groups often have difficulty reaching the top of their careers even though they have the same or even better qualifications and experience than their male colleagues. Women still have to face obstacles in achieving the peak of their careers or what is often referred to as the glass ceiling (Lockwood, 2014). A glass ceiling is formed when these individuals experience suffering and injustice in climbing the career ladder, making reaching the top position in an organization or profession difficult. The glass ceiling phenomenon is a complex problem. It requires serious attention from society and companies to create gender equality in the workplace and ensure that everyone has the same opportunity to achieve success and career advancement. According to Crawford (2008), more glass ceilings were intended for women in ancient times. However, currently, the glass ceiling is also designed for minority groups who experience similar things. A glass ceiling is formed when these individuals experience suffering and injustice in climbing the career ladder, making reaching the top position in an organization or profession difficult. Even though women have equal or even higher abilities and competencies than men, they still need to get the highest posts in their careers.

The glass ceiling is a phenomenon that occurs in many countries, including America and Korea. In America, a woman must be a child, a mother, and a wife who is always at home to serve her husband and other family members (U.S. Society and Values, 1997). According to The Economist's Glass Ceiling Index data, South Korea has a salary gap between men and women that is 35% larger than the

global average. According to this ranking, only around 2% of prominent South Korean companies include women in leadership positions; women are more likely to be placed in management positions in their work domain. This is a severe problem that is often faced by women in the public sphere in South Korea (S Moon, 2002). Even though there are differences in the factors causing the glass ceiling in the two countries, both have similar impacts, namely the obstacles for women in developing their careers in the workplace. This phenomenon and this research are essential because many women still need to get the opportunity to reach the peak of their careers.

Film and drama is a literary product that is a medium for representing the glass ceiling. According to Stuart Hall, representation is the use of language to say something about the meaning or represent meaningful words to other people (Hall, 1997a). Films and dramas can depict how gender and racial stereotypes can be barriers for women and other minority groups to achieve success in the world of work. Representation refers to the method used to describe or represent a concept, idea, or phenomenon through images, words, sounds, or movements. In a social and cultural context, representation refers to how people, groups, or societies are represented or depicted in media, such as film, television, advertising, or art. Through films and dramas, they can invite the audience to absorb specific meanings by involving the influence of the audience's social background (Hall, 1997b). Representation can significantly impact society's views and perceptions of certain groups or individuals. In a broader context, representation can also refer to the depiction or presentation of concepts or ideas through symbols, words, or language.

Representation is significant because it can influence people's views and thoughts on something and play an essential role in shaping culture and social norms.

One of the literary works that contains a glass ceiling is the film *Hidden Figures* and the *Misaeng* drama series . *Hidden Figures* is a film released in 2016, which is based on the true story of three African-American women who worked at NASA in the early era of the United States space program. This film highlights their struggle in facing racial and gender discrimination in the workplace and overcoming various obstacles to get the recognition and opportunities they deserve. The main characters, Katherine Johnson, Dorothy Vaughan, and Mary Jackson, each face a glass ceiling in their efforts to advance and be recognized within a white male-dominated institution. On the other hand, *Misaeng* is a Korean drama series that in this research only follows the journey of a female character named Ahn Young Yi and Sun-Ji Young, who initially had a dream of becoming a professional. However, he finds himself stuck working for a large company as a contract employee with no previous experience. Amidst the challenges and pressures of the harsh workplace, the female character and her colleagues face a glass ceiling that hinders their career advancement, illustrating the harsh reality faced by women from low social backgrounds in Korea's corporate world.

The reason *Hidden Figures* films and the *Misaeng* drama series were chosen in this research because they offer strong narratives about the challenges and obstacles faced by women in the workplace, and make it possible to explore gender and equality issues in different cultural contexts. In this research, the researcher does not have the intention of conducting an in-depth comparative analysis of how each of these works works but intends to represent unique things

about the issues faced by women in their careers, especially in the context of the glass ceiling. The *Hidden Figures* film provides a powerful picture of the obstacles faced by women in achieving success and recognition in the world of work. Both works highlight gender issues, especially in the context of women's work experiences. Both works are based on true stories or realistic situations in the real world. This makes the representation of the glass ceiling in both works relevant to existing social realities and can provide a deeper understanding of how these obstacles affect the real lives of women in the workplace.

Representation of the glass ceiling that appears in the film *Hidden Figures* as experienced by female characters Jackson experienced one example of the glass ceiling experienced by a female character from the film *Hidden Figures* who experienced rejection when she wanted to get training as a female technician at NASA.



Figure 1. The scene of Mary rejected from training at NASA

Coach : *The curriculum is not designed for women*

In this scene, Mary enters a technician training class, but her teacher tells her that the curriculum is not suitable for women. Mary experienced rejection because she was a woman. This is a form of discrimination. This discrimination created an obstacle that prevented Mary from getting a career as a technician at NASA. This proves that women's desire to be equal to men in the field of training is always rejected. Women are never given proper opportunities and there is always

a limit to being equal to men. Women always receive unfair treatment in all things, including in terms of achieving education equal to men, which of course makes it difficult for women to get the highest positions in their careers.

Meanwhile, in *Misaeng*, a drama series from South Korea, one of the female characters experiences a glass ceiling in the form of discrimination.



Figure 2. The Scene of a woman having to hide her pregnancy

In this scene, the female character faints and is exhausted from working continuously without stopping. The heroine is currently pregnant with her third child, which means she cannot get any relief from her job because the company only allows two maternity leaves. She was forced to keep her pregnancy a secret because she didn't want to be fired. Women who become pregnant and then have to leave the house are considered to be a nuisance to male workers because they are considered to increase their workload.

The following is some previous research that is relevant to this research. First is a study by Eka Setyaningsih (2022) titled *Representation of Racial Discrimination Against African American Women in the Film Hidden Figures*. The second is research by Balqis Majesti Wahana (2022) with the title thesis *Strong Female Representation Among Male Domination in the Drama Top Girls Churchill: A Feminist Approach*. The third is Salma Azizah's (2020) research titled *Black Women's Struggle Facing Discrimination in the Workplace in Hidden*

Character Theodore Melfi. Fourth, The research entitled *The Glass Celestial for Women Managers: Antecedents and Consequences for Work-Family Interface and Well-Being at Work* by Audrey Babic and Isabelle Hanesz. Five, a research entitled *Gender Discrimination and Unfair Treatment: Investigation of The Perceived Glass Ceiling and Women's Reactions in The Workplace – Evidence from Indonesia* (Sunaryo et al., 2021).

Based on the previous research described above, the similarity with this research lies in explaining the topic of gender discrimination in the workplace. However, previous research should have specifically discussed the glass ceiling phenomenon, so further research that explicitly explores this phenomenon in films is needed. The gap between this research and previous research is that if the object studied is the same but the topic studied is different, and if the subject studied is the same, then the theory used is other. As a differentiator, research with a feminist approach this time tries to analyze the image of the glass ceiling from two films from 2 different countries, namely America and Korea. Both focus on female movie characters struggling to reach their highest career peaks. These two research objects tell the story of a female figure's struggle to show her existence as a woman to fight for equal rights and social equality in a world of work dominated by men. This struggle is represented in the female character in this object.

B. Limitation of The Study

To conduct a proper research, problem limitations are carried out to focus attention on the critical issues discussed in the research. This research only focuses on the representation of the glass ceiling in women's careers as shown in the film *Hidden Figures* and the drama series *Misaeng* using a feminist approach. Apart

from that, this research also focuses on the aspects and obstacles faced by female characters using Sandra Harding's feminist standpoint theory.

C. Formulation of the Problem

The Formulation of the to be discussed are:

1. How the glass ceiling aspect is represented in the *Hidden Figures* film And the *Misaeng* drama series ?
2. What obstacles do female characters face in achieving their in the *Hidden Figures* film And the *Misaeng* drama series ?

D. Objectives of the Study

Based on the research question above, the objectives of this study are :

1. To describe the glass ceiling aspect represented in the *Hidden Figures* and the *Misaeng* drama series
2. To show the obstacles faced by female characters in achieving their careers represented in the *Hidden Figures* film and the *Misaeng* drama series.

E. Benefits of the Study

Research on the representation of the glass ceiling in women's careers in the film *Hidden Figures* and the Drama Series *Misaeng* is expected to provide benefits for readers and other researchers both theoretically and practically.

1. Theoretical Benefit

It is hoped that this research can contribute to the theoretical realm, namely the application of Feminist Standpoint Theory (FST) by Sandra Harding, in a literary context to represent and provide insight into how media, including films and dramas, influence people's perceptions and understanding of things Problem Gender equality. These results add to the variety of literature studies, especially the analysis

of women's representation in the workplace through film analysis, and contribute to understanding gender inequality in the workplace.

2. Practical Benefit

One of the practical benefits of this research is that it can help understand the role of institutions and policies in creating or eliminating glass ceilings and can provide an overview of glass ceilings so that they can increase tensions in job opportunities and promotions. And promote gender and racial justice in society's working world. This study can be a reference for other writers dealing with gender discrimination in the workplace.

F. Definitions of the Key Terms

1. Representation

Representation connects concepts in our minds by using language that allows us to interpret natural objects, people, events, and imaginary worlds of unreal (fictional) objects, people, things, and events (Hall, 1997b)

2. Glass Ceiling

According to Morrison et al. (1987), the glass ceiling is a transparent barrier or barrier that prevents women from rising to the top to obtain certain positions in companies.

3. Womens Carers

A career woman is a woman who is devoted to and loves something or several jobs full time for a relatively long time, to achieve progress in life, work or position (Utaminingsih, 2017).

CHAPTER II

LITERATURE REVIEW

A. Theoretical Background

1. Feminist Approach

A feminist approach is a point of view or perspective in analyzing a problem that places women as the main subject. According to Tong (2010), a feminist approach is a matter of opinion or view in diagnosing a situation that recognizes women as the main subject. This approach aims to understand the nature of gender inequality by examining women's social roles and life experiences. Feminist approaches hold different perspectives, ask additional questions, represent a broad collection of methods and methodologies, and raise more awareness of sexist, racist, and colonialist ideologies and practices.

Feminism is an effort or movement of women that aims to improve the position and status of women so that they are equal or equivalent to the work and level of men in any field. Feminism strongly opposes all marginalization, subordination, and everything that harms women. According to Tong, feminism is a movement that advocates for gender equality and the elimination of gender inequality in all aspects of life. Tong (2010) emphasizes that feminism is not only about fighting for women's rights but also about changing social structures and norms that support gender inequality. This view underscores the importance of feminism in a broader social and cultural context. Feminism was born to challenge the prevailing assumption that women have lower abilities than men in behaving morally and reasoning (Gamble, 2006: 4).

Feminism is a women's movement to reject everything marginalized, subordinated, and degraded by the dominant culture in politics, economics, and social life in general. It can be understood that this is one aspect of equality of treatment, even though this is deeply embedded in the culture of a patriarchal society (Fwangyil & Ada, 2012). Feminism exists as a social movement and increases women's participation in public political life (Johnson, 2015, p. 703). The feminist movement aims to create fair relations between men and women without oppression, whether structural, personal, skin color, class, or economic. There are still many problems that still harm women. The feminist goal is not only to challenge common sense aspects but to construct a new common sense based on feminist truth claims (Nordvall & Wieslander, 2019).

Feminism is not just a women's movement but also involves men who support gender equality. Tong (2018: 1-2) categorizes feminism into eight, namely liberal, radical (libertarian or cultural), Marxist-socialist, psychoanalytic, existentialist, postmodern, multicultural and global, and ecological, which have different focuses and strategies in achieving the goal of gender equality. Each feminist school has a unique view of the root causes of gender inequality and different strategies for achieving equality.

The feminist approach is a framework that focuses on gender roles, social structures, and critiques of gender construction. The history and development of feminism have helped change the social norms and structures that influence societal gender roles. This approach remains relevant in addressing complex gender issues in today's world and is an essential instrument in achieving true gender equality. Through collaboration between the feminist movement, governments, and society,

we can accelerate change toward a more just and equal world for all individuals, regardless of gender. This diversity of approaches enables discussion of gender issues and enables the feminist movement to address issues relevant to women worldwide.

2. Feminist Standpoint Theory

Feminist Standpoint Theory (FST) is a theory in feminist philosophy that emphasizes the importance of women's perspectives and experiences in understanding and criticizing the social world. perspective examines how life circumstances influence individual activities in understanding and shaping the social world (Littlejohn & Foss, 2008). This theory asserts that the experiences of women, who are often marginalized or ignored, provide unique insight into the workings of power and oppression in society. She also recognizes that these experiences vary depending on factors such as race, class, sexuality, and other social identities.

Sandra Harding is one of the figures who developed the Feminist standpoint theory. Her theory provides important insights into women's experiences and how these experiences can reveal the social and structural aspects underlying gender inequality. Harding emphasizes the importance of seeing women's perspectives and considering their legitimate sources of knowledge (Harding 2004). In the context of the glass ceiling, women's perspectives are critical to understanding how these barriers occur and how they affect women's career advancement.

Feminist Standpoint Theory has provided a strong foundation for analyzing the glass ceiling. This theory states that women's perspectives are very important because women often face different obstacles and experiences in the work

environment. In Harding's work, as mentioned in the reference (Halpern, 2019), listening to women's perspectives is crucial to uncovering disparities in various fields, including in the workplace. Feminist Standpoint Theory also highlights the importance of understanding the concept of social position. Women's social position in society and the workplace has a significant impact on how they face the glass ceiling.

In the context of the glass ceiling, Feminist Standpoint Theory provides an in-depth and meaningful view of how this barrier impacts women. This theory highlights that women have unique views that arise from their experiences, and these views are a valuable source of knowledge. This theory also emphasizes the importance of understanding differences in women's experiences based on race, class, and culture. Feminist standpoint theory helps understand how women's experiences in the workplace often differ from men's experiences. Research such as that conducted by Halpern (2019) shows that listening to and understanding women's perspectives can identify and address gaps that may be invisible to male-dominated views. Additionally, feminist standpoint theory provides a strong basis for examining the role of social position in gender inequality in the workplace. The experiences of women in various social positions can be very different, and this theory helps us understand how these factors contribute to the glass ceiling. Even though women are in top positions, receiving professional and social recognition, they still face various obstacles in their work. One of these obstacles is related to organizational culture which is shaped by gender norms and bias. This can create obstacles for women in leadership roles because they face discrimination, power gaps and existing stereotypes (Harding 2004).

a) Discrimination

According to this perspective, the glass ceiling is the result of systemic discrimination that occurs in the workplace, where women are often not recognized and appreciated for their achievements and contributions because of opposing views and prejudices towards their gender (Harding, 2004). In many cases, gender inequality is closely related to discrimination, because inequality is often caused by discriminatory attitudes and behavior. This gender discriminatory behavior benefits the position of men more than women.

b) Patriarchy

Harding also recognized that gender hierarchies, which create gaps in power and authority, were one of the roots of the Glass Ceiling phenomenon. Patriarchy or male dominance in society creates social norms that limit women's access to important positions in the world of work (Harding, 2004). Social norms set by patriarchy create lower expectations and hopes for women's abilities and potential in terms of career and professional success. As a result, women often face difficulties in rising to high-level positions that require power and authority, because there are systemic obstacles created by patriarchal structures.(Gurung,2021). Women are often taught to follow more traditional gender norms, such as women's roles as housewives and caregivers. Glass ceilings can limit women's ambitions and aspirations in the world of work and encourage them to avoid the risks of more ambitious careers. Harding's feminist theory highlights the

need to change the way gender socialization relates to the Glass Ceiling (Silvestre et al., 2020).

c) Stereotype

Harding (2004) states that a stereotype is a standard image or label/brand given to a person or group based on false or misguided assumptions. Stereotypes refer to general perceptions or beliefs that influence the assessment and opportunities for individuals, especially women, in achieving high-level positions in the workplace. Gender stereotypes in particular play a role in creating and reinforcing the glass ceiling. One of the common stereotypes associated with the glass ceiling is the assumption that women are not as competent or as ambitious as men when it comes to work or leadership.

Glass ceiling refers to the obstacles faced by women in achieving high positions in the organizational hierarchy (Harding, 2004). This is supported by several studies conducted by Hobler (2011), McElwain (2012), Singh (2013), Choi (2014), and Wilson (2014), several obstacles that women still have to face include:

- 1) The existence of gender discrimination in work (Gender Discrimination).

According to McLeod (2008), discrimination is negative behavior towards certain groups or individuals, especially those related to race, social class, or gender. Discrimination, as defined by McLeod, refers to negative behavior towards certain groups or individuals, especially those related to characteristics such as race,

social class, or gender. Discrimination can be discriminatory actions or attitudes that harm or give permission to a person or group based on specific characteristics. Gender discrimination includes unfair treatment and detrimental actions that are often based on stereotypes, prejudice, or structural injustice. Examples of gender discrimination include unfair wages, employment without cause, or cruel treatment based on sex.

Meanwhile, gender focuses more on the social and cultural dimensions between men and women (Santrock, 2003). highlights the social and cultural dimensions that influence the roles and identities of men and women in society. Gender is not only about the physical differences between men and women but also about how society shapes and directs roles and expectations based on gender. This includes social norms, expectations, and the roles expected of individuals based on gender.

In many cases, gender inequality is closely related to discrimination, as inequality is often the result of discriminatory attitudes and behavior. Gender discrimination can be manifested in work, education, and other fields, where women often receive unequal treatment from men. This discriminatory gender behavior benefits the position of men more than women. Even though women also have the same stratification as men, they are rarely promoted. Many companies promote men at higher levels than women (Ibarra et al., 2010). This indicates that women need help achieving top-

level positions or leadership in the business world. This statement also reflects gender inequality in career opportunities and promotions in various companies. Therefore, it is essential to understand that the concept of gender results from social and cultural constructions that can vary in various societies. Gender discrimination is behavior that discriminates against a person or particular group based on their gender. As a result of this discriminatory behavior, many women are placed at a disadvantage compared to men.

2) Differences in salaries between men and women (Gender Pay Gap)

Men and women have the same duties and responsibilities when working, so there should be no difference in the salary that both male and female workers will receive (Harding, 2002). In the world of work, men and women must have the same duties and responsibilities, so there should be no difference in salaries between male and female workers. According to Janoff-Bulman & Wade (1996), one of the main reasons is actually within women themselves because, within women, there is a feeling of belief that they deserve to get a lower salary than men. Women may internalize gender stereotypes and social expectations that lead to lower self-esteem and a lack of confidence in the context of career and salary negotiations. This is inversely proportional to men. Men tend to ask for higher salaries than women on this basis. There is an assumption that differences in the level of experience and education possessed

by men tend to be higher than women, and the enormous responsibility that rests on the shoulders of a man as head of the family is one of the causes of differences in salary payments (Lockwood, 2004).

3) Women have less experience than men in work

According to research conducted by Bombuwela (2013), many women still need more experience working than men, so women occupy positions below men. The statement means that women may have fewer or less diverse work experiences than men when they are active in the workforce. Inequality of experience in the workplace can affect women's opportunities to achieve higher positions and impact the gender pay gap. Women often need the opportunity to develop their abilities, and they also do not get the opportunity to receive training that can increase their experience in the world of work. The impact of this lack of work experience is that women tend to occupy lower positions than men in organizations or companies.

4) Women have to choose between career and family (Work-Family Conflict)

Women are often faced with difficult choices between family and career. Career women have extraordinary challenges, especially in dividing their time between work and family; sometimes, this creates conflicts. Work-family conflict is a form of inter-role conflict that occurs when the energy, time, or behavioral demands

of the work role conflict with the demands of the family role (Greenhaus & Beutell,1985). Several reasons make women choose family over career (Choi, 2014). First, there needs to be more support for female workers from companies and leaders. Apart from that, if women work, they will spend more time in the office. This causes women to have less responsibility towards the family. Another reason is that the work environment could be more comfortable for women. A work environment that does not support women in dealing with their family roles can cause discomfort. Lack of commonality in work schedules and support for parents can be problematic. Ultimately, many women choose to be housewives rather than careerwomen.

5) Women's education is lower (Gender Education Gap)

Women's lower education can be an obstacle for women to reach top management positions in an organization. Women's lower educational barriers may require more qualifications and experience to attain high positions. This can be one factor that makes women less competitive in the competition for leadership positions. Lower educational barriers can create inequalities in promotional opportunities. Organizations tend to promote individuals with higher qualifications, and women with less education may need to be noticed for promotion, creating a glass ceiling. Women with less education may have limited access to further education or training

needed to upgrade their qualifications. This can hinder their progress in the organization.

6) Stereotype Gender

Men and women have different traits and characteristics, according to Baron (2014), who states that the traits of men and women are indeed different. Men are aggressive, ambitious, dominant, independent, individualistic, have the soul of a leader, and so on. At the same time, women are full of feelings, shy, obedient, loyal, cheerful, innocent, and so on. Even though, in reality, men are not always good, and women are not always evil, existing stereotypes already claim that women have worse personalities than men, so many companies prefer and prioritize male workers over female workers.

Baron's (2014) statement created the perception that women are not suited for leadership roles because they are judged as "soulful" or "submissive." This is a detrimental view of women and can lead to inequality in career opportunities. Women being considered "immature" is a capable generalization. Women have the same intellectual, emotional, and social abilities as men. These kinds of stereotypes can affect women's self-perception and reduce their self-confidence. This can also hinder their ambitions to achieve personal and professional goals.

7) Masculinity

Masculine culture is organizational cultural norms that exclude women from being given opportunities and fair power in organizations

between men and women (Connell, 2006). Masculine culture can create an environment that discriminates against women. This can affect women's decision-making, promotions, and career opportunities, resulting in gender inequality. The existence of a masculine culture can strengthen gender stereotypes that strengthen the role of women in organizations.

Masculine culture can also create a work environment that is less supportive of women in juggling family and work roles. This may create expectations that women should not have power or a significant role in decision-making. Masculine culture can hinder women's advancement in leadership positions. Women may need more opportunities to lead or take critical roles in organizations. Masculine culture not only harms women but also hurts the organization as a whole. Gender inequality in organizations can reduce productivity, innovation, and diversity of perspectives.

3. Glass Ceiling

According to Cornelius, glass ceilings still often occur among female workers through government and corporate agencies. Differences in treatment often occur between women and men in the workplace, which causes men to tend to be promoted more quickly and earn higher salaries than women (Cornelius, 2005), according to Brewis & Linstead (1999), who said that the glass ceiling is an obstacle that is not easy for women who want to occupy top positions in organizations. From this understanding, the obstacles break the progress of women who have reached top positions in a company.

The glass ceiling is a term that first appeared and became known to the public in 1986 (U.S. Department of Labor, 1995). Even though many women are starting to be active in the world of work, the number of women who can eventually occupy top positions in a company remains the same (Wilson, 2014). If we look at the history of the emergence of glass ceilings, glass ceilings were only experienced by women. However, currently, the glass ceiling is also aimed at minority groups who experience similar things, such as racial differences (Crawford (2008). Although women in top management positions receive professional and social recognition, they also face challenges related to organizational culture, apathy, indifferent team members, and lack of trust from superiors and subordinates (Macarie et al., 2011).

This statement highlights that although women in top management receive professional and social recognition, they still face various challenges in their work. Organizational context One of these challenges relates to organizational culture, which traditional gender norms and biases may shape. Such cultural factors may create barriers for women in leadership roles, as they may face patriarchy, stereotypes, or discrimination based on their gender. Sandra Harding, as a feminist theorist and philosopher of science, has made valuable contributions to promoting a more inclusive understanding of science, particularly in the context of science feminism. She has developed a science-focused feminist view, which also has implications in Harding's feminist thought regarding the concept of the Glass Ceiling.

The concept of Glass Ceiling refers to the invisible barrier that prevents women from achieving high positions in the world of work and organizations, and in a feminist view, this is a manifestation of the gender inequality that still exists in the

world of work. In Harding's feminist theory, the Glass Ceiling is one aspect of gender inequality that needs to be addressed (Halpern, 2019). The glass ceiling refers to the invisible barriers that hinder women's advancement in the workforce, especially when they reach high positions in the corporate hierarchy. In the context of Feminist Standpoint Theory, the glass ceiling is an important concept that highlights the differences in treatment between women and men in the workplace, which can be analyzed from a feminist perspective. This theory argues that perspectives emerging from women's experiences are essential in understanding the glass ceiling.

4. Synopsis Film *Hidden Figures* 2016

Hidden Figures is a 2016 film based on the story of three African-American women who played important roles in NASA's space program in the 1960s. This film is an adaptation of a biographical book and inspired by a true story. The biographical book entitled "Hidden Figures 9D" is the origin of this film. The book was published in 2006, and was written by Margot Lee Shetterly.

The film *Hidden Figures* is a Hollywood film directed by Theodore Melfi, one of the producers of this film is also a famous American singer, Pharrell Williams. This film received various awards, including AARP Annual Movies for Grownups Awards, Academy Awards, African-American Film Critics Association, Alliance of Women Film Journalists and Critics Choice Awards. These awards are only a small part of the 10 awards in 2016, 21 awards in 2017 and 1 award in 2018.

Hidden figures tells the story of 3 black women who succeeded in achieving their dream of working at NASA. The film *Hidden Figures* is not fiction, because the story is based on an inspirational story that was truly felt by Kathrine Jakson,

Dorothy Vaughn and Marie Jackson. These three women were the first black women to work on NASA's core team who later took part in the first space flight mission carried out by the United States. This film wants to explain that a woman can do things that men can do, a woman can change the world with the knowledge they have. Not only that, this film wants to emphasize that it is not only men who have the privilege of working at NASA in meaningful positions. Of course, a large company like NASA is impossible for women to work for because women are usually looked down upon by men.

Katherine Johnson is a mathematician who works at NASA as a human computer. She performed complex calculations to support programs to launch astronauts into space. He calculated flight paths for the Mercury project and various American space missions. Because he had expertise in analytical geometry, he was assigned by a white supervisor named Vivian Mitchel to help Al Harrison's space task group. Dorothy Vaughan is the leader of the African-American human computing group at NASA. She struggled to gain the recognition he deserved and equal status with his white peers. Dorothy independently learns to program an innovative new computer to face a future threatened by newly introduced electronic computers. Mary Jackson was an African-American engineer who struggled to earn the title of NASA engineer. She faced a powerful glass ceiling because, as an African-American woman, she did not receive the engineering training program required for promotion. Mary has a very important position at NASA, in this case she was assigned to the space capsule heat protection team to identify problems that occurred in the design of the space capsule. To become an engineer, Mary needs advanced courses to be able to take an official engineer position at NASA. In the

process, he needed to submit a petition to obtain permission to attend Hampton High School, which was dominated by white men.

In this film they have to fight to get the same opportunities as their white counterparts, often having to prove themselves more than competent. However, through their grit, perseverance, and intelligence, they managed to prove their worth and finally gain the recognition they deserved. This film shows how important it is to give everyone a fair chance, regardless of their race, gender, or background. By honoring and recognizing the contributions of these women, the film emphasizes that diversity is strength and that everyone has the potential to achieve extraordinary things if given the same opportunities. Overall, *Hidden Figures* is an inspiring film that not only depicts the true story of three extraordinary women, but also raises other important issues. Through their stories, this film teaches us about the importance of perseverance, fortitude and courage in facing obstacles that hinder our progress, as well as the importance of solidarity and support between others in achieving our goals.

5. Synopsis Drama Series *Misaeng* 2014

Misaeng is a drama series that aired in 2014. This drama tells the story of a man named Jang Geu-rae who is trapped in the business world after failing to become a professional player. In analyzing the representation of the glass ceiling, one of the main focuses is the character of Ahn Young Yi and the female workers in this play.

Ahn Young Yi is a woman who works at the same international trading company as Jang Geu-Rae. He is an intelligent, competent worker and has high ambitions. However, Ahn Young Yi often faces various challenges in dealing with the glass ceiling at work. She struggled to rise through the ranks and gain equal

recognition with her male colleagues. In Ahn Young Yi's journey, this drama depicts the conflicts and obstacles he faces to succeed in business. She often felt ignored and taken for granted by her male colleagues and superiors. Despite having strong qualifications, she often has to work harder to prove herself and overcome perceptions of gender bias in the workplace.

Besides Ahn Young Yi, *Misaeng* also explained the experiences of other female workers in dealing with glass ceilings. They face various obstacles, such as discrimination, gender stereotypes, and limited career opportunities. This drama highlights their struggle to overcome these obstacles and shows their perseverance, intelligence, and determination to succeed in a challenging work world. Through the characters of Ahn Young Yi and female workers, *Misaeng* depicts the reality of glass ceiling representation in the workplace. This drama raises awareness of the injustices that still occur in the world of work and invites viewers to reflect on the importance of equality and fair opportunities for all individuals, regardless of gender.

B. Previous Studies

There have been few discussions regarding the representation of glass ceilings in films. However, researchers regarding this discussion have several previous studies similar to those that researchers have studied and refer to the thoughts and discussions used in previous studies.

The first is Setyaningsih E (2022) researching *Representation Of Racial Discrimination Toward African American Women In Hidden Figures Movie*. This research aims to show that racial discrimination experienced by Black women who worked at NASA experienced different treatment than white workers, even though

they were capable of working in corporate roles. This research describes the depiction of the issue of prejudice against black women in this film because of the history of black people in America. The research method used in this study was descriptive qualitative, with results showing that there were two findings from the analysis, including a picture of racial discrimination at NASA towards black women who received different treatment from white workers. The second finding is the issue of prejudice against black women in America, where they are historically enslaved people and uneducated.

Second is research from Wahana (2022) examining "*The Representation of Strong Women Among Male Domination in Churchill's Top Girls Drama: Feminist Approach*". This research aims to describe the phenomenon of strong women under male domination as reflected in the drama *Top Girls* (1982) by Caryl Churchill and the obstacles experienced by the main character in becoming a strong woman in *Top Girls*. Qualitative research was used to explain the phenomenon of strong women under male domination depicted in the drama *Top Girls* (1982) by Caryl Churchill and the challenges faced by the main character in becoming a strong woman under male domination. This research found existentialist feminism, women's struggles (strong women), and the obstacles the main character faces in becoming a strong woman. The research results show that women's struggle to become strong manifests in women's intelligence, being themselves, and self-actualization. Meanwhile, the obstacles faced by the main character of the drama *Top Girls* include the patriarchal system, marriage, male dominance, and family factors.

The third is a study by Azizah S (2020). "*Black Women's Struggle in Facing Workplace Discrimination in Theodore Melfi's Hidden Figures.*" This research aims to analyze double discrimination against African-American women in the workplace, with the research object being the film *Hidden Figures*. Researchers use library research to collect data supporting this thesis's discussion. This research analyzes intrinsic and extrinsic aspects to show the double discrimination experienced by the main character in the *Hidden Figures* film. Researchers use theories from Patricia Hill Collin to analyze black feminism in the workplace. The research results prove that the main character of this film reflects the values of black feminism, which makes black women aware that they can bring significant changes to improve their lives, especially in the world of work. The African-American female characters in the film prove that even though they cannot change their skin color to white and face discrimination in all aspects of their work, they can still achieve their dreams with strong will and hard work.

Fourth is research from Babic, A., & Hansez, I. (2021), who studied "*The Glass Ceiling for Women Managers: Antecedents and Consequences for work-family interface and Well-being at Work.*" This research aims to fill the gap and increase understanding of the glass ceiling phenomenon. In addition, this study also considers work-to-family conflict (WFC) as a possible mediator to see the impact of the glass ceiling on organizational attitudes and well-being at work. Researchers surveyed 320 women who held management positions in an organization in Belgium. This study shows how important these three components are for the emergence of perceptions of differential treatment and, ultimately, the perception that a glass ceiling exists. In addition, our research findings show that WFC fully

mediates the impact of work constraints (glass ceiling) on workplace tension and engagement and partially mediates the impact of work constraints on job satisfaction and intention to quit.

Fifth is research from Sunaryo et al., (2021) titled “*Gender Discrimination and Unfair Treatment: Investigation of The Perceived Glass Ceiling and Women's Reactions in The Workplace – Evidence from Indonesia.*” This research aims to analyze the influence of the glass ceiling on organizational commitment and justice, career prospects, and work engagement in Indonesia. This research involved 201 female workers who worked in various Indonesian government institutions. The research results show a significant influence of the glass ceiling on organizational justice and work-related attitudes on career prospects, organizational commitment, and work engagement. When women see glass ceilings in the workplace, they feel mistreated by the organization. Therefore, a glass ceiling reduces women's career prospects, organizational commitment, and work involvement. This study also found that career prospects and organizational commitment were mediated by organizational justice.

Previous research shows that women still face limits in reaching the peak of their careers. The glass ceiling that women have to face is, of course, very diverse, one of which is that women have to choose between career and personal or family life, stereotypes of women in society, the existence of gender bias and gender discrimination, and the existence of a culture that prioritizes men in the workplace. That continues to hinder women from reaching the highest positions in their careers.

CHAPTER III

RESEARCH METODOLOGY

A. Research Design

The method used in this research uses a qualitative descriptive method. According to Creswell, the qualitative method is a research approach that focuses on in-depth understanding and interpretation of the phenomena being studied. This method is used to explain and understand the meaning and experiences of individuals or groups in relevant social contexts. (Creswell, 2012) In qualitative methods, researchers understand phenomena by collecting data from words, narratives, observations, or documents. Researchers use various data collection techniques that suit the research questions and objectives. Data analysis was conducted inductively, where the data's patterns, themes, and relationships were studied carefully.

As explained by Creswell (2012), descriptive qualitative is a research approach that aims to provide a detailed and comprehensive description of a phenomenon or situation. In research, qualitative descriptive methods provide a detailed and comprehensive description of a phenomenon or situation being studied. This approach explains the phenomena' characteristics, context, and complexity. The qualitative descriptive method allows researchers to comprehensively investigate and present data without changing or manipulating the research situation. The goal is to provide a rich understanding of the phenomenon under study, reveal points of view not found in quantitative research, and provide readers or stakeholders with an in-depth and detailed picture.

Using qualitative descriptive methods allows researchers to understand the characters' experiences and points of view in facing the glass ceiling. Qualitative descriptive methods allow researchers to uncover hidden or invisible narratives in the representation of glass ceilings in films. Researchers can find hidden messages or nuances that are not directly written in the film by analyzing story elements, dialogue, action, and character interactions in detail. The qualitative descriptive method also allows researchers to explain the social and cultural context contained in the film. This analysis can reveal the norms, values, and systems that influence and maintain the glass ceiling in the society depicted in the film. Qualitative descriptive methods help to understand the factors that play a role in forming the glass ceiling and create a more holistic understanding of representation. Qualitative descriptive methods were used to identify thematic patterns that emerged in the film's representation of the glass ceiling. By analyzing the data in depth, researchers can uncover themes related to glass ceilings, such as gender rejection, gender stereotypes, career barriers, or power imbalances between men and women. Identification patterns - these thematic patterns can help understand the narrative being conveyed and provide insight into how the glass ceiling phenomenon is understood and depicted in the context of the film.

B. Data and Data Source

Siswanto (2010) believes that research data is information obtained from the results of measuring something. Meanwhile, data sources are used to study or analyze related topics. The data sources for this research are the films *Hidden Figures* and serial drama *Misaeng*. Data was obtained by thorough observation, researchers used textual and visual data. textual data in the form of text, sentences

and dialogue, as well as visual data in the form of photos and screen shots of scene footage which will be used as objects for analysis of the glass ceiling representation in women's careers in *Hidden Figures* and *Misaeng*. Researchers also collect data through sources from the internet, journals and books that support research. The next researcher will examine what aspects of the glass ceiling are experienced by female characters and what obstacles are experienced by female characters in the research object.

C. Research Instrument

According to Creswell (2014), humans are the main instrument of qualitative naturalistic inquiry. This refers to the researcher's role as an essential instrument in collecting, analyzing, and interpreting data in qualitative research. The main instrument in qualitative naturalistic inquiry is the researcher himself. The researcher's function is to collect and interpret data to understand better the phenomenon being studied. In qualitative research, researchers have an active role in understanding the phenomenon being studied. They interact directly with research participants, observing and listening carefully to understand the context and experiences involved.

As the main instrument, the researcher also plays an essential role in the data collection. Researchers may use in-depth interviews, participant observation, or document analysis techniques to collect data relevant to the research question. Researchers must also be able to build good relationships with research participants, build trust, and ensure cooperation during the research process. In addition, in data analysis, qualitative researchers must be able to identify and describe their role in the data collection and interpretation process. They should consider how their

personal experiences, beliefs, and background may influence their interpretation of the data collected. In qualitative research, researchers take on several roles, including planner, implementer, data collector, data analyst, translator, and reporter of research findings. The active involvement of these researchers ensured the quality and integrity of the data collection process.

D. Data Collection Techniques

Data collection is needed to complete the research object. Procedure Data collection techniques are essential because valid data is needed in a study to produce valid conclusions. This data was obtained through research on the objects studied, including *Hidden Figures* film and *Misaeng* drama series. In collecting data, researcher used documentation methods

1. The researcher uses theories related to this research and understands them carefully so that researchers can quickly sort the data.
2. The researcher watched the film and then took pictures that focused on the research topic of the glass ceiling displayed in the *Hidden Figures* and *Misaeng* objects.
3. The researcher sorts the images and records the results regarding the representation of the glass ceiling within the object.
4. The researcher filters data and analyzes it using theory.
5. The researcher summarizes the data and creates a table to show and explain the data.
6. The researcher codes the data to facilitate an explanation of the research. The code is written as numbering, data for each film name, data for the first question, and data for the second question.

18/D/GPG/ 46.43-47.15/Mary/HF

18: Datum Number

D : Discrimination (Q1)

GPG: Gender Pay Gap (Q2)

46.43-47.15 : Screen Time

Mary : Character

HF: Hidden Figures (Title)

E. Data Validation Techniques

In validating data and checking its validity, there are four criteria: credibility, transferability, dependability, and suitability (Moleong,2012). Credibility aims to achieve data validity. Researchers provide accurate data to confirm research results and gain credibility of the data by reading carefully and paying attention several times. Then, the researcher selects data related to the problem formulation. Transferability is how researchers convey their findings to readers to achieve the objectives of this research. Researchers must provide additional information to help readers understand their findings. Dependability helps maintain data accuracy, where the researcher must read the data carefully and pay attention to it many times to reach the correct interpretation. Suitability is determining research by discussing it with other researchers or lecturers.

In validating the data in this research, researchers involved experts for consultation. The researcher chooses a validator, namely an expert who knows about the subject of this research. The criteria for selecting validators are researchers who have researched issues related to feminist studies, especially in

research on discrimination against women, have expertise in film analysis studies, and are involved in the field of literature.

F. Data Analysis Techniques

Spradley Model Analysis is data analysis carried out during data collection and after completing data collection within a certain period. *Spradley's data analysis technique* is a qualitative research method used to understand how someone can interpret something from their experiences in a particular social context (Spradley, 1979). This method consists of three main steps: domain analysis, taxonomic analysis, and analysis of cultural components and themes.

1. Domain Analysis

Domain analysis is used to obtain a general and comprehensive picture of the object under study. The data results are a picture of the object under study that has never been known before. In the realm of analysis, the analysis of the data obtained was not carried out in-depth or specifically, and the category of the social situation being studied was not found. The researcher collects all the data needed to get a picture of each object used in the research. All data that has been collected is then separated based on the researcher's needs, and further observations are made on the data so that initial conclusions can be drawn.

Domain Analysis The first step was to identify the domain (field) related to the research topic, namely film glass ceilings. Domain analysis aims to identify various conceptual categories related to the research topic. These contextual categories will help researchers collect and organize data relevant to research.

2. Taxonomic Analysis

Taxonomic analysis is the second stage after domain analysis. In this analysis, the researcher made more in-depth observations of the data, which was then classified based on categories. Taxonomic analysis focuses on each category so that the results obtained are a more detailed picture of each data that has been collected. If the data collected is deemed insufficient, then the researcher must collect the data again using more specific data criteria. Researchers conduct taxonomic analysis by selecting conceptual categories identified in the domain analysis. For example, researchers can identify more specific categories, such as gender, race, and socioeconomic status.

3. Componential Analysis

Componential analysis was carried out after the researcher succeeded in identifying conceptual categories related to the research topic. Componential analysis is carried out to understand how each contextual category relates to more specific elements. Researchers can carry out component analysis by identifying elements related to each contextual category identified in the taxonomic analysis

Table 1. Componential Data Table

Object Research	Aspect of Glass Ceiling			Obstacle of Glass Ceiling						
	D	P	S	GD	GPG	EXP	WFC	GEG	SG	MC
Hidden Figures										
Misaeng										
Total										

Notes :

D : Discrimination

S : Stereotype

P: Patriarchy

GD : Gender Discrimination

GPG : Gender Pay Gap

EXP : Lack of Experiment

WFC : Work Family Conflict

GEP : Gender Education Gap

SG : Stereotype Gender

MC : Masculinity

4. Cultural Theme

Cultural Theme Analysis is a data analysis technique used to understand certain cultures or themes in a society or social group. This technique can be applied to analyze how representations of glass ceilings in films reflect social values and norms regarding gender, race, and social status. In the context of glass ceiling representations in film, analysis of cultural themes can help researchers identify the social norms underlying such representations, such as gender stereotypes and racial depictions. In addition, analysis of cultural themes can also help researchers understand how the representation of glass ceilings in films can influence society's views on these issues. Cultural theme analysis techniques can be used to overlay glass ceiling representations in film by identifying the values and social norms

underlying those representations, considering messages and themes related to those issues, and understanding how glass ceilings are represented in film. It can influence public opinion about this thing.

CHAPTER IV

FINDINGS AND DISCUSSIONS

This chapter focuses on the analysis of data findings and discussion based on the theoretical framework in Chapter II. This research presents an in-depth analysis of the representation of the glass ceiling phenomenon in women's career paths faced by the main characters in the film *Hidden Figures* and the *Misaeng* drama series. Through deeper exploration in this chapter, it will be explained in detail how these two works represent aspects of the glass ceiling and the obstacles faced by female characters in achieving success and recognition in their careers. In this way, it is hoped that this chapter will provide a more comprehensive insight into how the glass ceiling phenomenon is represented in audiovisual narratives, as well as its impact on our understanding of the challenges women face in achieving success in the world of work.

A. Findings

In the findings of this research, researchers describe and identify aspects of the glass ceiling and obstacle faced by female characters in the film *Hidden Figures* and the drama series *Misaeng* using feminist standpoint theory. This research defines three aspects that underlie the glass ceiling, namely discrimination, patriarchy, and stereotypes. Meanwhile, the obstacles faced by women are gender discrimination, Gender Pay Gap, experimentalism, work-family conflict, gender education gap, gender stereotypes, and masculinity. After carrying out the data reduction process, all data from the glass ceiling aspect and the challenges faced by women in the films *Hidden Figures* and the *Misaeng* drama series showed 64 data. The results of this research are explained as follows:

Table 2. Data Findings

Object Research	Aspect of Glass Ceiling			Obstacle of Glass Ceiling						
	D	P	S	GD	GPG	EXP	WFC	GEG	SG	MC
Hidden Figures	13	9	6	9	1	1	2	4	5	5
Misaeng	17	13	6	21	1	2	3	x	8	2
Total	30	22	12	30	2	3	5	4	13	7

The data classification table above is the result of each problem. The following is for each aspect of the glass ceiling: discrimination 30 data, Patriarchy 22 data, and stereotypes 12 data out of 64 data. This finding shows that discrimination is the aspect that dominates the data findings because the figures show that female characters experience more discrimination in the workplace. Discrimination is the dominant inhibiting aspect of the glass ceiling because it creates a work environment that does not support women's professional development. Discriminatory factors such as unfair treatment can prevent women from achieving leadership positions or obtaining equal career opportunities as their male colleagues.

Furthermore, data on obstacles faced by female characters include gender discrimination 30 data, Gender Pay Gap 2 data, lack of experience 3 data, work-family conflict 5 data, gender education gap 4 data, gender stereotypes 13 data, and masculinity 7 data for a total of 64 data. From this data, obstacles in the form of gender discrimination are the challenges most faced by female characters. Gender

discrimination includes various forms of unfair or unequal treatment based on their gender type where they may be given disproportionate treatment to their male colleagues despite having the same qualifications and performance.

Research on glass ceilings highlights the phenomenon where individuals from certain groups have difficulty reaching top positions in corporate or organizational hierarchies due to various types of discrimination. Data shows that the dominant aspect of the glass ceiling is discrimination, with the main challenge that arises being gender discrimination reflected in representation in these film *Hidden Figures* and the Drama series *Misaeng*.

In both cases, gender discrimination is the dominant challenge in confronting the glass ceiling. Women still need to be considered more competent or suitable for certain leadership or technical positions even if they have equal or even better qualifications than their male colleagues. Meanwhile, racial discrimination, education, and other factors also complicate individuals' journeys to achieving professional success. Overall, the data confirms that the glass ceiling is not only a structural problem in organizations but also reflects social injustice in society. Better measures are needed to overcome prejudices and stereotypes that limit the advancement of individuals from diverse backgrounds, thereby creating a more inclusive and fair work environment for all.

1. Aspect of the Glass Ceiling in the *Hidden Figures* film and the *Misaeng* Drama Series

Researchers analyze the glass ceiling aspect contained in the *Hidden Figures* film and the *Misaeng* drama series which is divided into three discussion parts: first, discrimination that hinders access and promotion for individuals based

on factors such as gender or race; second, a patriarchal system that controls decisions and organizational structures that strengthen inequality; and third, stereotypes that influence perceptions of individual abilities and abilities based on certain characteristics. The following is an explanation of aspects of the glass ceiling with pictures and explanations.

a.) Discrimination

According to the feminist perspective theory, the glass ceiling is the result of systemic discrimination that occurs in the workplace, where women are often not recognized and appreciated for their achievements and contributions because of opposing views and prejudices towards their gender (Harding, 2004). These acts of discrimination are very detrimental to women because they prevent women from achieving their full career potential. There were 29 discrimination data found in the film *Hidden Figures* and the *Misaeng* drama series. Among them are divided into 13 data found in the film *Hidden Figures* and 18 data found in the drama series *Misaeng*. The following is an explanation of discrimination with pictures and explanations.

26/D/ GD/1.26.55- 1.27.04/Dhortthy/HF



Figure 3. The scene of Dorothy was only used as temporary IBM computer programming

Mitchell : *Meanwhile, we need IBM for the launch of Glenn.*
The chief engineer says, you're good with cards,
programming and stuff.

Firstly, in the film *Hidden Figures*, the picture above is the scene where Dorothy gets an offer to be part of IBM Computers at NASA, however, this position is only temporary. After the rocket launch, they will appoint Dorothy as a computer programming part. Based on the scene of discrimination experienced by Dorothy as stated by Harding, The glass ceiling is a result of systemic discrimination that occurs in the workplace, where women are often not recognized and appreciated for their achievements and contributions because of opposing views and prejudices towards their gender (Harding, 2004). Discrimination here occurred when Dorothy faced inequality in career opportunities and fair treatment in the work environment because he was only a temporary worker in IBM computer programming.

2/D/EXP/12.05-12.18/Dortthy/HF



Figure 4. The Scene of Dorothy rejection from becoming a permanent supervisor

Dorothy : *Mrs. Mitchel, if I could? My application for supervisor, ma'am. Was just wondering if they're still considering me for that position.*

Mrs. Mitchel : *Yes, well, the official word is no. They not assigning a permanent supervisor for the colored group.*

Second, the data above is a scene Dorothy asks Viviana Michelle who asked about her application to become a permanent supervisor. However, she received an answer that NASA did not accept Dothy as a permanent supervisor from the Women of Color group. According to Harding (2004), the glass ceiling is the result of systemic discrimination that occurs in the workplace, where women are often not

recognized and appreciated for their achievements and contributions because of opposing views and prejudices towards their gender. Discrimination here occurs when Dorthy experiences rejection to become a permanent supervisor at NASA, she experienced rejection because she was a woman and came from a colored group. Women from minority groups are often denied career opportunities so that even though they have the same qualifications and abilities as demographically more fortunate women, they are still prevented from reaching top positions.

18/D/GEG/46.43-47.15/Maria/HF



Figure 5. The Scene of Mary rejected from the engineering training program at NASA

Mitchell : *NASA doesn't Comparassion female for the engineer training program.*

Mary : *The position is open to anyone who meets the requirements*

Mitchell : *Yes, but your education is not up to par*

Mary : *I have a bachelor's degree in math and physics science like most of the technicians here*

Mitchel : *Now need additional clear at the University of Virginia. It's in the Employee's Handbook, in addition.*

Mary : *Every time we have a chance, they move the finish line.*

Third, the data above shows that Mitchel made a decision that NASA would not accept women for the engineer training program, even though the position was open to anyone who met the requirements. However, these requirements will

always change for women due to insufficient education. Even though women fulfill the same requirements as male technicians at NASA. In this scene, Mary must complete her education at the University of Virginia if she still wants to take part in the engineering training program at NASA. According to Harding (2004), The glass ceiling is a result of systemic discrimination that occurs in the workplace, where women are often not recognized and appreciated for their achievements and contributions because of opposing views and prejudices towards their gender. Discrimination here occurs when Mary has followed existing rules and requirements to get a position. what she wants, the Company will continue to change its rules so that women like Mary cannot get the career she want.

35/D/SG/26.23 – 26.52/SJY/Mis/Eps.5



Figure 6. The scene of female employee hiding her pregnancy

Ahn Young-yi : *May I know why she didn't tell us she was pregnant?*

Sun Ji-young : *She can't do that. The third child is very difficult. times have changed, but work and taking care of children must be difficult. Working mothers are always to blame. For the company, for the in-laws, and of course the child. It is impossible without the help of the husband. If you want to continue working, don't get married*

The scene above shows that in the drama series *Misaeng*, women are not allowed to get pregnant more than twice. Women often experience discrimination

when they are pregnant. their pregnancy would be perceived as an obstacle to their productivity or ability to work, which could lead to unfair treatment or even termination. According to Harding (2004), the glass ceiling is the result of systemic discrimination that occurs in the workplace, where women are often not recognized and appreciated for their achievements and contributions because of opposing views and prejudices towards their gender.

In many cases, pregnant women often experience discrimination due to gender stereotypes that are still embedded in society and the work environment. This is in line with the opinion of experts that workers, especially women, experience discrimination based on factors such as age, disability, gender, marriage, pregnancy, motherhood, lineage, religion, and belief. (Edward, 2016). discrimination occurs when a woman is pregnant, giving birth will only increase her workload. In this case, women always experience discrimination. They will always be considered a burden and will never provide benefits to men in their work. Policies that prohibit women from taking more than two days' leave due to pregnancy create unequal expectations and experiences between women and men in the workplace.

55/D/GD/19.02-19.05/AHY/Mis/Eps.11



Figure 7. The scene of Ahn Youngyi's boss giving extra work

Mr. Ha : *I won't be nice to you just because you're a girl*

The data above shows that Boss Ahn Young-yi asked him to work extra, even beyond his duties at work. She has to work twice as hard to get the same recognition and opportunities as her male colleagues even though she has done well before. According to Harding (2004), the glass ceiling is the result of systemic discrimination that occurs in the workplace, where women are often not recognized and appreciated for their achievements and contributions because of opposing views and prejudices towards their gender. Discrimination is shown in her boss's discriminatory attitude towards Ahn-Young Yi refusing her work and asking her to rework it, Ahn Young Yi's boss did not give Ahn-Youngyi kindness in the form of duty relief just because her gender was female.

62/D/Exp/10.23-10.24/AHY/Mis/Eps.16



Figure 8. The scene Ahn Youngyi's has doubts about her abilities

Mr. Ma : *Have you ever worked on a business before?*

The data above shows Ahn Young-Yi being forced not to accept a collaboration project, and Mr. Ma questions about her experience with business. Ahn Young-Yi experienced discrimination in terms of career advancement. In the scene, he is forced to reject a collaborative project, which could hinder his ability to expand his business network and develop his professional career. Ahn Young-Yi may have experienced discrimination in terms of career advancement. In the scene, he is forced to reject a collaborative project, which could hinder his ability to expand

his business network and develop his professional career. According to Harding (2004), the glass ceiling is the result of systemic discrimination that occurs in the workplace, where women are often not recognized and appreciated for their achievements and contributions because of opposing views and prejudices towards their gender. Discrimination does not always occur in overt or obvious forms, but can often appear in more subtle or covert forms. In Ahn Young-Yi's case, discrimination may have occurred through actions or policies that limited her opportunities in business, as well as through views or prejudices that influenced others' perceptions of her abilities.

b.) Patriarchy

Patriarchy is a social system where men hold dominant power and authority. Harding states that patriarchy, namely a social system dominated by men, plays a role in maintaining this glass ceiling, thus preventing women and minority groups from achieving the highest leadership positions (Griffin, 2006). Harding also recognized that gender hierarchies, which create gaps in power and authority, were one of the roots of the Glass Ceiling phenomenon. Patriarchy or male dominance in society creates social norms that limit women's access to important positions in the world of work (Harding, 2004). In a patriarchal system, power structures, policies, and social norms tend to support domination and control by men, while women face inequality. There are 22 patriarchal data found in Hidden Figures and Misaeng. Below are several patriarchies with pictures and explanations.

6/P/MC/20.41-21.00/Katherine/HF



Figure 9. The scene Katherine was not given access to calculations by Paul

Paul : *My number s are spot on.*

Katherine : *I will double-check them, sir. No problem.*

Katherine : *I'm not gonna be able—*

First, Paul takes arbitrary action against Katherine because she is the only woman in the counting group. Paul asks Katherine to complete the task, but Katherine is not given access to the tally numbers. Patriarchy or male dominance in society gives rise to social norms that limit women's access to important positions in the world of work (Harding, 2004). Patriarchy is shown by the dominance of men in the counting group. Paul, as a man, feels he has greater authority or power in determining tasks and distributing work to group members, including Katherine. Paul's action of asking Katherine to complete a task without giving her access to the calculation figures shows that patriarchy is also manifested in denying access to important information or resources. This reflects an attempt to maintain control and dominance within the group by hiding certain information or skills from certain individuals.

24/P/MC/1.21.04 -1.21.11/Katherine/HF



Figure 10. The Scene of Katherine's name was not written in the proposal

Paul : *I told you, the computing department doesn't write reports, fix it.*

Katherine : *That's my calculation. My name should be there.*

Paul : *That's not how it works.*

In the data above, it shows that Katherine's name was not written in the rocket launch proposal at NASA, even though he was the one who calculated and completed the calculations but Paul only wrote his name without writing Katherine's name in it. According to Harding (2004),. Patriarchy or male dominance in society creates social norms that limit women's access to important positions in the world of work. In this situation, the decision to only include Paul's name in the proposal is an action that emphasizes the dominant position of men in the work environment. This shows that although Katherine had an important role and did the necessary calculations for the project, her contribution should have been more appreciated.

3/P/SG/15.12-15.25/Mary/HF



Figure 11. The scene of Mary can't be an engineer

Mr. Zielinski : *Mary, one who has the mind of an engineer must become a engineer. You can't stay in computing*

Mary : *Mr. Zielinski, I'm a black woman, I don't want to hope for the impossible*

In the data above, Mary is brilliant in engineering and it is difficult to become an engineer because she is a black woman and most engineers are men.

This reflects how men still dominate the technical industry. According to Harding (2004), patriarchy or male dominance in society creates social norms that limit women's access to important positions in the world of work. Patriarchy occurs because technical industries are often dominated by men, both in numbers and in leadership positions. This reflects an organizational structure based on a hierarchy that has historically favored men over women. As a result, women like Mary face difficulties being accepted and recognized by the majority of men in the industry.

42/P/GPG/23.34/AHY/ Mis/Eps.7



Figure 12. The scene of Ahn-Young Yi having to work overtime to complete her boss's tasks

Patriarchy occurs in the Misaeng drama series. The data above shows that superiors' actions reflect male dominance in decision-making and control of resources, where women like Ahn-Young Yi are considered unequal and persecuted. Her boss uses his power to enforce his authority and belittles Ahn-Young Yi's contributions. According to Harding (2004). Patriarchy or male dominance in society creates social norms that limit women's access to important positions in the world of work. Patriarchy in this case occurs because superiors use their power to enforce their authority, thereby showing male dominance in decision-making in the work environment. The boss used his power to belittle and bully Ahn-Young Yi, creating an unsafe and unpleasant work environment for the woman. This reflects how patriarchy allows for the unequal use of power and abuse of

individuals who are weaker or considered more vulnerable, such as the women in this situation.

44/P/MC/50.50-50.57/AHY/ Mis/Eps 8



Figure 13. The scene of Ahn-Young Yi being scolded by his boss for making a decision

Ha- Sung-joon : *What do you think I am? I told you not to interfere, do not make me angry! You think this is yours and you have that right*

In the data above, Ahn Young Yi does work and takes initiative without prior instructions or orders from Tuan Ha. The courage and initiative of women like Ahn Young Yi to take steps and act independently is often seen as a threat to male dominance and power in the workplace. Mr. Ha was disturbed by Ahn Young Yi's actions because he felt it could reduce his authority and threaten his dominant position in the company. According to Harding (2004), Patriarchy or male dominance in society creates social norms that limit women's access to important positions in the world of work. Patriarchy in this case occurs because The boss uses his power to enforce his authority, demonstrating male dominance in decision making in the work environment. Patriarchy in this case occurred because Mr. Ha felt threatened by Ahn Young Yi's actions because he felt that his courage to act independently could reduce his authority and weaken his dominant position in the company. This reflects how patriarchy allows men to feel they have exclusive rights

to power and authority in the work environment, and to feel threatened when women demonstrate the ability to compete or take control.

63/P/GD/10.56-10.57/AHY/Mis/Eps.16



Figure 14. The scene of Ahn-Young-yi being forced to cancel the project

Mr. Ma: *Tell them you won't do it!*

In the data above, Mr. Ma used his authority to order Ahn Young-yi to reject his project. Ahn Young Yi was forced to cancel the project saying that he couldn't do it even though Ahn-Youngyi was really waiting for the project to improve his position in the company. According to Harding (2004), patriarchy or male dominance in society creates social norms that limit women's access to important positions in the world of work. Patriarchy in this case occurs due to the use of power and control by men over women, as well as sacrificing women's interests to support the needs and desires of men who hold positions of power. This reflects the unequal power dynamic between men and women in the workplace, which often benefits men and disadvantages women.

c.) Stereotype

According to Harding (2004), a stereotype is a standard image or label/brand given to a person or group based on false or misguided assumptions. Stereotypes that cast women as leaders who are less competent, less ambitious, or better suited to certain jobs often limit their opportunities to advance in their careers. This creates

an atmosphere where women often have to prove themselves excessively to be noticed or appreciated in the workplace. There were 12 stereotype data found in this research. Among them, 6 data were found each from the *Hidden Figures* film and the *Misaeng* drama series. Below are several examples of stereotypes along with pictures and explanations.

5/S/SG/18.20-19.00/Katherine/HF



Figure 15. The scene of Katherine is considered impossible for geometric analysis

Mr. Harrison : *Does she handle analytic geometry?*

Ruth : *Absolutly, and she can speak.*

Katherine : *Yes sir.I do*

Mr Harisson : *Good , then I'm gonna need it by the end of the day.*

First in the *Hidden Figures* film, the picture above shows when Mr. Harisson finds out that his geometry analyst is Katherine, who is a woman. He wasn't sure he was confident in Katherine's skills and experience since most geometry analysts were men. This was also shown when Mr. Harisson said "*Does she handle analytic geometry?*" showing that he was unsure of Katherine's abilities just because she was a woman, without considering her experience or qualifications. According to Harding (2004), a stereotype is a standard image or label/brand given to a person or group based on false or misguided assumptions. Stereotypes occur because of the traditional view of gender roles in society, where men are often considered more

competent in certain fields such as analysis and so on, while women are considered more suitable for jobs related to care or household work.

8/S/GPG/25.11-25.33/Katherine/HF



Figure 16. The Scene of Katherine being deemed unable to work under pressure

Mr. Harisson : *That's right so you can throw that in the trash.*

Katherine : *Excuse me.*

Mr Harisson : *I sad you can throw it away. Here . Its not an in result to your work. It's just absolate. That's how fast things moving around here. If I said I was sorry, I'd be saying it all day.*

Mr Harisson : *Cause I don't need another smart girl with an adding machine.*

In the data above, Mr. Horisson doesn't appreciate Katherine's struggles because she works and completes her assignments too late into the night. Although Katherine worked hard and put in extra time to demonstrate her abilities, she was not appreciated or recognized and Horisson assumed that women were unable to work under pressure or were incapable of performing tasks that required analytical skills, such as calculating numbers. According to Harding (2004), a stereotype is a standard image or label/brand given to a person or group based on false or misguided assumptions. Stereotypes occur because Mr. Horisson unfairly assumes that women cannot work under pressure or are incapable of performing tasks that require analytical skills, such as crunching numbers, simply because Katherine works too many hours into the night. Mr. Horisson drew this conclusion based on

stereotypes involving the perception that women are not as strong or as competent as men or as calculating machines in handling heavy workloads or technical tasks.

14/S/MC /39.51-40.32/Katherine/HF



Figure 17. The scene of Katherine gets a bad rap about calculations

Jim Johnson : *They let woman handle that sort of...*

Based on the data above, Jim Johnson does not believe that NASA will hand over calculations for the launch and landing of the space program to women. Katherine feels that Jim Johnson has lowered her abilities, just because she is a woman she is considered incapable of doing a man's job. According to Harding (2004) states that a stereotype is a standard image or label/brand given to a person or group based on false assumptions or wrong ways. Stereotypes occur because Jim Johnson indirectly questions Katherine's abilities just based on her gender. This reflects stereotypes that position women as less capable or less worthy in certain fields, especially those considered to be "men's" jobs. Jim Johnson doubted Katherine's abilities simply because she was a woman, without considering her qualifications, experience, or work success.

31/S/SG/14.51- 16.02/AHY/Mis/Eps.5



Figure 18. The scene of Ahn-Young Yi is considered to have no sense of sacrifice

Ha Sung-joon : *What are you going to do about the company election meeting?. This is why I can't work with women, there is no sense of sacrifice. What can I expect?why are you so stiff? Don't you want to apologize?*

Ahn Young-yi : *I'm sorry.*

In the data above, Ha Sung-joon refuse to work with women because they think Women have no sense of sacrifice. This is proven through the sentence "*This is why I can't work with women, there is no sense of sacrifice...*" According to Harding (2004) states that a stereotype is a standard image or label/brand given to a person or group based on false or misguided assumptions. StereotypeIn this situation because Ha Sung-joon unfairly refused to work with women on the grounds that he considered women to have no sense of sacrifice. This reflects stereotypes involving the perception that women are inherently less capable or less inclined to make sacrifices or be dedicated to a particular job or project.

48/S/SG/ 46.26-46.27/AHY/Mis/Eps.9



Figure 19. The scene of Ahn-Young Yi cleaning her co-worker's desk

In the data above, Kang Hae-Joon drops his glasses and stationery in the office. Ahn Young - Yi was told to clean it, even though that wasn't her job. This is bad treatment by male workers towards women. Male workers think that things like this should be done by women. According to Harding (2004), a stereotype is a

standard image or label/brand given to a person or group based on false or misguided assumptions. The stereotype that has developed in society is that sweeping and mopping are women's duties. This stereotype also applies in the office environment. Stereotypes occur because they require women to do similar things even though it is not their job in the office.

56/ S/SG/23:35-23.37/SN/Mis/Eps.11



Figure 20. The scene of Sun Ji-Young's is considered unfit to be a leader

Mr. Ma : *That's why women can't be team leaders!*

In the data above, Mr. Ma as head of Division 3, blamed Mrs. Sun because he was incompetent in teaching and governing his members. Mr. Ma thinks this is the reason why women like Mrs. Sun Ji Young are not suitable to be leaders. According to Harding (2004), a stereotype is a standard image or label/brand given to a person or group based on false or misguided assumptions. The stereotype here occurs because Mr. Ma's statement reflects a biased and prejudiced view that women are incapable or unfit to be team leaders, which in turn can prevent women from achieving the leadership positions they should achieve.

2. Obstacle faced by female character in the *Hidden Figures* film and the *Misaeng* Drama Series

There is a problem that female characters must face which are represented in hidden figures films and misaeng drama series. Sandra Harding (2004) said the glass ceiling refers to the obstacles faced by women in achieving high positions in the organizational hierarchy. The following are the obstacles experienced by the female character with illustrations and explanations.

a) Gender Discrimination

Gender discrimination is unfair or unequal treatment of someone based on their sex or gender (Hobler, 2011). Glass ceiling gender discrimination includes practices or policies that systematically hinder women's career advancement in the workplace, especially in achieving high leadership or executive positions. Following are several examples of gender discrimination with pictures and explanations.

21/D/GD/ 1.01.33-1.02.31/Katherine/HF



Figure 21. The scene of Katherine experiencing gender discrimination by male workers

Mr Harisson : *What do you mean there are no toilets?*

Katherine : *There are no colored toilets in this building. It's only in the west building and it's 800 meters away, you know that? I have to go far to relieve myself and I can't use my bicycle. Imagine that Mr.*

Harrison. My uniform, a skirt below the knee, my heels and a simple pearl. I don't have Pearl. Colored people's salary is not enough to buy Pearls. I work like a Dog, day and night, only drinking coffee from a pitcher you won't touch! So forgive me.. if I have to go to the toilet a few times every day.

In the data above, Katherine who has a background is a Negroid woman who must have boundaries that must be obeyed. She also experienced discrimination at work, one of which was not being able to use the bathroom for white people, drinking coffee in the same pot as white people, having to wear knee-length skirts, not being able to wear a luxurious pearl necklace. Not only that, Katherine has to work beyond her working hours, she has to work from morning to night to complete her boss's tasks. However, Mr. Harisson considered Katherine to be incompetent, going alone and not obeying the existing rules. Gender discrimination is unfair or unequal treatment of someone based on their sex or gender (Hobler, 2011). gender discrimination because it shows unfair treatment of Katherine based on her gender and race

28/P/GD/ 1.38.45-138.50/Katherine/HF



Figure 22. The scene of Katherine being dismissed from the computing group

Mr Harisson : *In short, we don't need any more computation in this part.*

In the data above, Mr. Harrison indirectly reveals that Katherine was fired from her job because IBM calculates faster than humans. After going through many

struggles, Katherine. It seemed that because she was a woman, she was only made a temporary member of the accounting group. This is a form of injustice that occurs in the world of work. Among the many workers, only Katherine was fired because she was a woman. This action is an arbitrary action carried out by a male superior against a woman. Gender discrimination is unfair or unequal treatment of someone based on their sex or gender (Hobler, 2011). gender discrimination because it highlights the unfair treatment of Katherine in the workplace based on her gender.

Gender discrimination in the Misaeng drama series, here are several examples of gender discrimination with pictures and explanations.

38/P/GD/0.11.04/AHY/Mis/Eps.6



Figure 23. The scene of Ahn-young-yi not being allowed to defy his superiors

Ha- Sung-joon : *Dare to shout. Do your job!*

In the data above, when Mr. Ha approached Ahn-Young-yi, he saw another coworker whose division was different from Ahn-Young-yi's. wants to help Ahn-Young-yi but he refuses because he thinks Mr. Ha will help her. Mr. Ha, who had problems with them, didn't like it when Ahn Young-yi was close to them until he finally snapped at Mr. Ha and made him angry. From this it can be seen that women should not shout and oppose what their superiors say. Women are obliged to submit and obey every command. Women are not allowed to shout and oppose what their superiors say, which is a form of gender bias and discrimination. This treatment

falls into the category of understanding and thinking about women in the workplace. Gender discrimination is unfair or unequal treatment of someone based on their sex or gender (Hobler, 2011). This is also gender discrimination where women experience obstacles in achieving important positions in companies or organizations because they do not have the right to be respected and heard.

63/D/GD/47.13-47.17/SN/Mis/Eps.17



Figure 24. The scene of Sun Ji Young being taken advantage of by her male co-worker

Co-worker : *Then what about our promotion?*

In the data above, Mrs. Sun Ji-Young as a coworker becomes a way for other workers to be promoted. In other words, Mrs. Sun was only used to raising the ranks of her male colleagues. This is a form of discrimination because it is unethical behavior and even an abuse of power. Gender discrimination is unfair or unequal treatment of someone based on their sex or gender (Hobler, 2011). In the context of the glass ceiling, actions such as these reflect unethical treatment and gender-based discrimination. women are seen as tools or vehicles for purposes other than recognition of their own competence and qualifications. In this situation, male friends also exploit women in a sexist way by treating them as tools to achieve promotions or personal goals.

b) Gender Pay Gap

The Gender pay gap refers to the salary gap between men and women who do the same or equivalent work in terms of qualifications, responsibilities and

experience. Men and women have the same duties and responsibilities when working, so there should be no difference in the salary that will be received by both male and female workers (Harding, 2004). There are several examples of gender pay gaps include pictures and explanations.

8/S/GPG/25.11-25.33/Katherine/HF



Figure 25. The scene where Katherine has to finish work at night without additional pay

Mr. Harisson : *That's right so you can throw that in the trash.*

Katherine : *Excuse me.*

Mr Harisson : *I sad you can throw it away. Here . Its not an in result to your work. It's just absolete. That's how fast things moving around here. If I said I was sorry, I'd be saying it all day.*

Mr Harisson : *Cause I don't need another smart girl with an adding machine.*

On the data above, Mr. Harisson ordered Katherine to finish her work late at night, but Katherine did not receive additional salary for the extra work she received, in fact she was not rewarded for her work because she finished taking too long. Even though women like Katherine work just as hard as men, opportunities for promotion or pay increases commensurate with their efforts are often very limited. This causes a wage gap between women and men, where women are often paid less despite doing the same or even more work. In fact, men and women have the same duties and responsibilities when working, so there should be no difference in the salaries received by both male and female workers (Harding, 2002). This is

included in the gender pay gap because although Katherine and her male colleagues work just as hard and do the same work as men, women like Katherine are often not rewarded fairly for their efforts and contributions so that opportunities for promotion or equal salary increases are often very limited for women.

42/P/GPG/23.34/AHY/ Mis/Eps.7



Figure 26. The scene of Ahn Young Yi work overtime to complete her work without additional pay

In the data above, the resource department boss is angry at Ahn-Young Yi for correcting his boss's wrong analysis, she has to start from the beginning. Ahn-Young Yi had to stay late alone in the office to finish it again because the document was important for tomorrow, even though the other workers had gone home. Ahn-Young Yi does not receive additional salary even though he works overtime. This reflects gender inequality and women's advantage in terms of earning a living wage and harms women physically, emotionally and professionally. According to Janoff-Bulman & Wade (1996), one of the main reasons actually lies with women themselves, because within women there is a feeling of belief that they deserve a lower salary than men. This falls into the gender pay gap category because Ahn-Young Yi does not get additional salary even though he has to work overtime. This reflects unfairness in the payroll system, where extra work or overtime is often not

rewarded or paid proportionally. In this case, Ahn-Young Yi was not properly rewarded financially for his extra effort to complete an urgent job.

c) Lack of Experiment

According to research conducted by Bombuwela (2013), many women still need more work experience than men, so that women occupy positions below men. Lack of experience in the context of the glass ceiling refers to the condition in which women often face difficulties in gaining the same experience and opportunities as their male colleagues necessary to advance to higher managerial or executive positions in the workplace. The following is an example of lack of experience in the form of a picture and explanation

2/D/EXP/12.05-12.18/Dortthy/Hidden Figures



Figure 27. The Scene of dothy gaining experience as a supervisor

Dorothy : *Mrs. Mitchel, if I could? My application for supervisor, ma'am. Was just wondering if they're still considering me for that position.*

Mrs. Mitchel : *Yes, well, the official word is no. They not assigning a permanent supervisor for the colored group.*

From the data above, the scene where Dorothy is not given the opportunity to gain experience as a permanent supervisor at NASA because of the discrimination she experiences. the discrimination he experienced may have hindered his ability to gain the experience necessary to become a permanent supervisor at NASA. Bombuwela (2013), many women still need more work

experience than men, so women occupy positions below men. This lack of experience is a significant obstacle in dealing with the glass ceiling because without sufficient experience, women are often not considered suitable candidates for higher managerial or executive positions. This creates a cycle where women struggle to gain the necessary experience due to not getting opportunities for promotions or relevant experience, which in turn hinders their further career advancement. Dorthy's lack of experience in getting promoted at work is one form of obstacle in facing the glass ceiling.

61/D/Exp/10.23-10.24/AHY/Mis/Eps.16



Figure 28. The scene where Ahn Young Yi is asked about her experience by Mr. Ma

Mr. Ma: *Have you ever worked on a business before?*

From the data above, Mr. Ma intends not to recognize a female subordinate's abilities or experience just because she is a new employee. So Ahn Youngyi was questioned about his experience in working on business collaborations with other companies, causing women like Ahn Young-Yi to have difficulty gaining the same recognition and opportunities as their male counterparts. Bombuwela (2013), many women still need more work experience than men, so that women occupy positions below men. Lack of experimentation because Ahn-Young yi is not given challenging projects or relevant responsibilities that could help them gain the experience necessary to advance to higher managerial or executive positions.

d) Work Family Conflict

Work-family conflict is a phenomenon in which the demands and responsibilities of work and family compete and conflict with each other, resulting in difficulties for individuals to fulfill both roles optimally. There are several work family conflicts along with pictures and explanations.

11/S/WFC/30.40-30.54/Katherine/HF



Figure 29. The scene where Katherine has to be mother and father to her child

Katy : *Mom's been gone 300 hours.*

Katherine : *I know. Now mom works full time and you know that mom has to be a mom and dad for you. Mom also misses your father.*

In the data above, Katherine is a widow who must fulfill her role as a father and mother to her child. As a single mother, Katherine felt depressed. She has a dilemma between her responsibilities as a mother, caring for her children, and the financial need to support her family. Stereotypes that still exist in society reinforce expectations that women should focus more on motherhood than professional careers. As a result, women like Katherine often face pressure to choose between motherhood and work. conflict. Work-family conflict is a form of inter-role conflict that occurs when the energy, time, or behavioral demands of the work role conflict with the demands of the family role (Greenhaus & Beutell, 1985).

This is included in work-family conflict because it describes the conflict between conflicting and competing work demands and family responsibilities. Work-family conflict in this context occurs when Katherine's work responsibilities and demands are not aligned with the responsibilities and demands of being a single mother. Such conflicts may arise when Katherine has to work longer hours at work to meet her family's financial needs, which in turn reduces the time and attention she can give to her children.

32/S/WFC/16.37-16.54/ SN/Mis/Eps.5



Figure 30. The scene of Sun Ji Young got a call to accompany her child at home

Sun Ji-young : *Entrust him to your mother. That's what we promised. Are you the only one who works. It's a week's meeting that I've had a week because of you. I can't delay anymore. Never mind that I have to work now.*

In the data above, Sun Ji Young feels the double pressure and burden of having to balance the demands of work at the office and her responsibilities as a housewife. conflict. Work-family conflict is a form of inter-role conflict that occurs when the energy, time, or behavioral demands of the work role conflict with the demands of the family role (Greenhaus & Beutell, 1985). work-family conflict (WFC) because it describes a situation where Sun Ji Young experiences difficulty in balancing the demands of work in the office with her responsibilities as a

housewife. WFC occurs when the demands and responsibilities of work and family compete and conflict, causing stress and conflict for individuals trying to fulfill both roles.

e) Gender Education Gap

The gender education gap refers to the gap or disparity between men and women in education that affects their chances of achieving top-level positions in the workplace. When women face disparities in educational access, participation, or outcomes. This can create additional barriers for them in attaining key positions or managerial levels.. Below are several gender education gaps with pictures and explanations.

27/D/GEG/ 1.31.19/Mary/HF



Figure 31. The scene of Mary not allowed to take part in the engineer training program

Teacher : *The curriculum is not designed for women*

In the data above, Mary entered a technician training class, but her teacher told her that the curriculum was not suitable for women. Mary experiences social rejection because she is a woman and a person of color. This proves that women's desire to be equal to men in the field of education is always rejected. Women are never given proper opportunities and there is always a limit to being equal to men. Women always receive unfair treatment in all matters, including in terms of achieving education equal to men. Meanwhile, in the Korean drama series Misaeng,

no data was found showing the obstacles faced by women in terms of the gender education gap.

f) Stereotype gender

Gender stereotypes are generalizations or common beliefs about the characteristics, roles, or behaviors associated with men and women based on their gender. There following some gender stereotypes along with pictures and explanations.

1/D/SG/04.41-05.12/Katherine,Dorothy,Mary/HF



Figure 32. The scene of the police don't believe Katherine, Dorothy and Mary work for NASA

Dorothy : *We're part of the calculations to get the rocket to space*

Police : *Three of you?*

Katherine : *Yes...*

Mary : *Yes, sir*

Police : *Wow NASA, this is a surprise. I didn't know they accepted....*

In the picture above, Katherine, Dorothy and Mary have problems with their car on the way to work. A policeman on patrol asked about them. The police asked the three to show their identification. Seeing these identities, the police did not believe that the three of them worked at NASA. Police thought all workers at NASA were men. This is proven by the words of the police who said "*Wow NASA, this is a surprise. I didn't know they accepted....*". Baron (2014) mentioned highlighting

how gender stereotypes can influence perceptions and expectations of women in leadership contexts. gender stereotypes because they reflect inaccurate and degrading assumptions or views of the role and abilities of women in a professional environment.

34/S/SG/25.50-26.04/AHY/Mis/Eps.5



Figure 33. The scene of Ahn Youngyi's scenes are always considered problematic

Ha Sung-joon : *women are always in trouble. After everyone studies, they will get married, get pregnant, husband.. they have many reasons. Or they try to beg for mercy by crying.*

In the data above, male workers quipped to Ahn Young-yi that women only made men's jobs more difficult. Women are prohibited from getting married if they want to have a good career. Working women are always blamed by companies, in-laws and children for not being able to fulfill their needs and desires. women are not given the choice to do whatever they want and are always considered wrong. Society's view of women, where society tends to generalize the nature of women as feminine, weak, spoiled, sensitive, and gentle (Ward, 1996). The gender stereotypes expressed in these images create a narrow and condescending view of women, hinder their advancement in the workplace, and reinforce gender inequality in society.

g) Masculinity

Masculine culture is an organizational cultural norm that excludes women from providing equal opportunities and power in organizations between men and women (Connell, 2006). The concept of masculinity highlights how social pressure to conform to certain expectations or norms about what is considered a "real man" can result in behavior that is detrimental to individuals, interpersonal relationships, and society as a whole. There are some masculinities as well as pictures and explanations.

16/P/MC/ 39.51-40.32/Katherine/HF



Figure 34. The scene where Katherine is asked to do Paul's assignment

Paul : *Mr. Harisson asked you to ensure the launch and landing for the Redstone rocket test*

In the data above, Paul is given the task of ensuring the launch and test landing of the Redstone rocket, but he gives that task to Katherine. Katherine was required to complete calculations where she could not see the data. This action taken by Paul required Katherine to submit to Paul's orders so that she could maintain her position working at NASA. Paul's masculine attitude becomes an obstacle for Katherine to do anything. Paul always acts dominant in every decision and analysis without paying attention to Katherine's opinions or suggestions and wants to prove that Katherine is just a weak woman and can't do anything correctly, including

logical calculations. Masculine culture is an organizational cultural norm that excludes women from providing equal opportunities and power in organizations between men and women (Connell, 2006). In this case, Masculinity occurs because it reflects behavioral patterns that are driven by dominant views of gender roles that emphasize power, authority and dominance in the work environment.

44/P/MC/50.50-50.57/AHY/ Mis/Eps 8



Figure 35. The scene of Ahn Young yi being scolded by Mr. Ha

Ha- Sung-joon : *What do you think I am? I told you not to interfere, do not make me angry! You think this is yours and you have that right?*

In the data above, Ahn Young Yi doing his own work and market analysis without prior direction or orders from Mr. Ha. This made Mr Ha feel very angry and didn't accept everything. According to him, a Naru employee like Ahn Young-yi would not be able to do that. Mr. Ha also believes that what Ahn Young-yi did was to seek the attention of his superiors and that would disrupt Mr. Ha's future career. This means that men do not want to lose and compete with women and do not want the position they currently have to be taken over by women. Men will be losers if they are surrounded by great women. Masculine culture is an organizational cultural norm that excludes women from providing equal opportunities and power in organizations between men and women (Connell, 2006). masculinity because it

reflects dominant views in society that place value on authoritarian leadership, high ambition, and the desire to maintain a dominant position in the power hierarchy.

B. Discussions

Finally, the researcher discusses research based on the findings above regarding aspects of the glass ceiling and barriers in women's careers in the *Hidden figures* Film And the drama series *Misaeng* using Sandra Harding's theory (2004). The data found in this research consisted of 64 data, namely datadiscrimination 30 data, Patriarchy 22 data, and stereotypes 12 data. As well as obstacles faced by female characters in hidden characters and misaeng, gender discrimination was found in 30 data, Gender Pay Gap 2 data, lack of experience 2 data, work family conflict 5 data, gender education gap 4 data, gender stereotypes 13 data, and masculinity data.

Next, dominant data was found for each question. In the first question regarding the aspects of the glass ceiling used, 3 aspects of the glass ceiling were found, including discrimination, patriarchy and stereotypes. Discrimination is the dominant aspect that underlies the existence of a glass ceiling that can prevent women from reaching the peak of their careers. There were 30 data out of 64 data found. In the second question, the obstacles experienced by female characters include gender discrimination, gender wage gap, experimentation, work-family conflict, gender education gap, stereotypes, sexism, and masculinity. The most dominant data is Gender Discrimination with 30 data out of 64 data found.

Aspects of the glass ceiling in hidden figures and misaeng. Researchers found 3 aspects in the object of this research. Based on Sandra Harding's (2004) feminist perspective theory, there is discrimination, patriarchy and stereotypes. From 64 data, researchers found 30 discrimination data, 22 Patriarchy data, and 12

stereotype data. Researchers concluded that discrimination is the main aspect that forms the existence of a glass ceiling. Researchers concluded that discrimination is the main aspect underlying the existence of the glass ceiling. Discrimination is the unfair or unequal treatment of someone, especially women or minority groups, in terms of promotion, recognition, salary, or access to higher career opportunities in the workplace.

This discrimination occurs when individuals experience unfair barriers in achieving top positions or greater responsibilities within an organization, usually due to factors such as gender, race, ethnicity, sexual orientation, or other irrelevant attributes. with his abilities or work performance. Patriarchy is a social system or structure that is dominated by men and gives advantages or superiority to men in terms of power, influence and opportunities in the workplace. Meanwhile, the third aspect, stereotypes refer to views or beliefs that are generally incorrect or unfair regarding the abilities, leadership or characteristics of women in the work environment. These stereotypes play an important role in reinforcing and expanding the glass ceiling, as they influence the perception and assessment of women in professional contexts, and shape norms that hinder their career advancement.

Researchers found 7 forms of obstacles faced by women in *film Hidden Figures* And drama series *Misaeng*. Based on Sandra Harding's (2004) feminist perspective theory, there are factors that hinder women from achieving their careers, including gender discrimination, gender wage gap, experimentation, work-family conflict, gender education gap, stereotypes, and masculinity. Based on this table, the researcher concludes that gender discrimination dominates as an obstacle experienced by female characters in achieving their careers in hidden figures and

misaeng. Gender discrimination in the context of the glass ceiling refers to the unfair or unequal treatment of individuals based on their gender, thereby hindering women's career advancement to top positions or greater responsibilities in the workplace.

Gender discrimination is a dominant finding in the *Hidden Figures* film and drama series *Misaeng*. Because, these two works depict different realities in the world of work, where women face major obstacles in achieving success and professional recognition. Both in the space technology industry as described in film *Hidden Figures* and *Misaeng* in a competitive corporate environment such as in the drama series *Misaeng*, workplaces are often dominated by men. Work culture results in discrimination against women, both in terms of professional recognition and access to career opportunities.

Overall, the relationship between the glass ceiling aspect and the obstacles faced by female characters in *Hidden Figures* and *Misaeng* are interrelated. Aspects of the glass ceiling such as discrimination, patriarchy, and stereotypes can create various barriers and obstacles for female characters in films, including gender discrimination, gender pay gap, work-family conflict, gender education gap, and negative perceptions of women's roles and abilities in workplace. This is reinforced by the opinion of Morrison, Ann M., et al (1987) that discrimination, patriarchy and stereotypes play an important role in creating obstacles for women in achieving success in the workplace. The glass ceiling phenomenon reflects the gaps that still exist in many organizations and societies, limiting women's progress in various aspects of professional life.

Furthermore, from the findings of the second research question, the challenges faced by female characters in achieving their careers are often represented as gender discrimination. In both in the film *Hidden Figures* And drama series *Misaeng*, female characters face significant gender discrimination in the workplace. They may be considered less competent or unsuitable for higher positions simply because of their gender. Both works represent how gender discrimination can hinder women's progress in the workplace, not only individually but also systemically. This discrimination creates a glass ceiling that is difficult for women to break through, which ultimately hinders equal access and opportunities in the world of work. This reflects the reality that still occurs in many organizations and communities around the world, where gender is still a determining factor in assessing a person's abilities and potential.

In this study, researchers found that both were successful, provides a strong representation of the glass ceiling barriers in women's careers. In the film *Hidden figures*, main characters such as Katherine Johnson, Dorothy Vaughan, and Mary Jackson face gender inequality in access to career opportunities at NASA. They must overcome gender stereotypes, gender education gaps, work-family conflicts, and expectations based on masculinity to achieve success in a male-dominated world. Besides that, drama series *Misaeng* shows the obstacles faced by female characters such as Ahn Young-yi and Sun Ji-Yong in the corporate world of South Korea. This drama also shows how female characters face gender discrimination, gender stereotypes, masculinity and other obstacles in pursuing career success.

In conclusion, this research has provided important insights into the representation of the glass ceiling in the careers of women who are successfully

represented in the *Hidden Figures* film and the *Misaeng* drama series, and its implications in the context of feminist standpoint theory. Understanding how gender barriers are represented in popular culture can strengthen advocacy for gender equality in the workplace and create a more inclusive work environment for all individuals, in line with the vision promoted by the feminist standpoint theory developed by Sandra Harding.

CHAPTER V

CONCLUSIONS, IMPLICATIONS, AND SUGGESTIONS

The last chapter presents the conclusions drawn from the research. It also presents suggestions for teachers, students, and future researchers as well. This chapter is divided into three parts: conclusions, implications, and suggestions.

A. Conclusions

After classifying and analyzing the glass ceiling aspect and the challenges faced by women in achieving their careers in the *Hidden figures* film and the *Misaeng* drama series. In this chapter, the researcher presents conclusions, implications and suggestions regarding what researchers have analyzed in chapter IV. Based on the analysis, researchers concluded that:

There are three aspects of the glass ceiling based on feminist standpoint theory according to Sandra Harding (2004), namely, discrimination, patriarchy and stereotypes. And the challenges faced by women include gender discrimination, gender pay gap, experimentalism, work family conflict, gender education gap, gender stereotypes and masculinity. The following data were found for each aspect of the glass ceiling, namely discrimination 30 data, Patriarchy 22 data, and stereotypes 12 data. Furthermore, there are challenges faced by women, including gender discrimination 30 data, Gender Pay Gap 2 data, lack of experiment 2 data, work family conflict 5 data, gender education gap 4 data, Stereotypes gender 13 data, masculinity 7 data.

This research provides an in-depth picture of how the glass ceiling phenomenon is reflected in the experiences of female characters in two different contexts, namely

the technology industry in the United States and the business world of South Korea. By exploring female characters such as Katherine Johnson, Dorothy Vaughan, Mary Jackson in *Hidden Figures*, as well as characters such as Ahn Young Yi in *Misaeng*, it can be understood that women still face significant challenges in achieving career advancement. In both contexts, the data findings show that discrimination is the dominating aspect, with gender discrimination being the main challenge faced by female characters. This discrimination includes unfair treatment, denial of abilities, and other obstacles that prevent women from achieving success and recognition in the workplace.

The importance of understanding this glass ceiling representation lies not only in understanding gender inequality in the workplace, but also in efforts to overcome these barriers and fight for equality in women's careers. By recognizing the impact of discrimination and gender discrimination, organizations and society can take steps to create a more inclusive environment and provide equal opportunities for all individuals, regardless of their gender. The representation of the glass ceiling in the *Hidden Figures* film and the *Misaeng* drama series clearly depicts the challenges faced by women in achieving career advancement, with the dominance of discrimination and gender discrimination as the dominating aspects. Through a better understanding of this phenomenon, it is hoped that concrete steps can be taken to create a more inclusive and fair work environment for all individuals.

B. Implications

Research on the representation of the glass ceiling in women's careers in the *Hidden Figures* film and the *Misaeng* drama series has several important implications that can be drawn for academic, social and practical contexts. This

research highlights the importance of recognizing gender inequality in the workplace and the need for more attention to the glass ceiling phenomenon. The implication is to fight for gender equality and improve conditions in the work environment so that there are no longer any obstacles for women to achieve career success. The findings of this research indicate the need to develop more inclusive and fair organizational policies. Organizations must pay attention to the impact of gender discrimination and create work environments that support women's career development, such as flexible leave policies, skills development programs, and fair promotions.

The findings of this research also indicate the need to increase the representation of women in leadership positions. By having more women at leadership levels, organizations can change the power dynamics that support glass ceilings and create positive role models for women in the workplace. The final implication is the need for further research on glass ceilings and gender inequality in the workplace. Further research could investigate the factors that cause the glass ceiling, as well as effective strategies for overcoming these barriers and creating a more inclusive work environment.

C. Suggestions

Based on the conclusion that have been described above, the researcher has some suggestions that were explains bellow :

1. For readers,can utilize research on representation of glass ceiling in women's careers in the *Hidden Figures* film and the *Misaeng* drama series as a source of inspiration, information and understanding to support efforts to create a more inclusive and fair work environment for all individuals. Apart from that, this research can be a

valuable source of information to understand the glass ceiling phenomenon in more depth. Readers can learn about the factors that cause the glass ceiling, its impact on women in the workplace, and efforts to overcome these obstacles.

2. For other researchers, research on the representation of glass ceilings in women's careers in the *Hidden Figures* film and the *Misaeng* drama series will not only provide benefits for the researchers who conducted the research, but also for other researchers, the academic community, and other stakeholders who are interested in issues of gender equality and inequality in the workplace.

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APPENDICES

VALIDATION SHEET

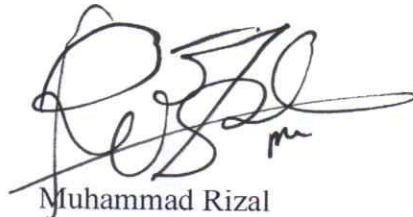
The data of thesis with the title “ **Representation of the Glass Ceiling on Women’s Careers in the *Hidden Figures* film and the Misaeng Drama Series**” has been validated by Muhammad Rizal, M.A. in :

Day : Wednesday

Date : 6th 2023


Surakarta , December 18th 2023

Validator,




Muhammad Rizal


**Representation of the Glass Ceiling on Women's Careers
In the *Hidden Figures* Film and the *Misaeng* Drama Series**

No	Data Coding	Textual Data	Visual data	Explanation	Valid/ Invalid
1.	1/D/SG/04.41- 05.12/Katherine, Dhortthy,Mary /HF	<p>Police : Have an ID?</p> <p>Marry, Dorthy, Katherine : Yes, sir</p> <p>Katherine : we headed for the office in Langley, NASA, sir.</p> <p>Dorthy : our part counts. In order for the rocket to get to space.</p> <p>Policeman : Kaian three ?</p> <p>Mary : Yes</p>		<p>1 : Datum Number</p> <p>D: Discrimination (Q1)</p> <p>SG: Stereotype Gender(Q2)</p> <p>04.41-05.12 : Screen time</p> <p>Katherine, Dhortthy,Mary : Character</p> <p>HF : Hidden Figures (Title)</p> <p>In this scene, Katherine, Dorthy and Mary are having trouble with their car on the way to work. A policeman on patrol asked about them. The police asked the</p>	Valid

		<p>Police : NASA, It's a spell. I didn't know they accepted..</p> <p>Dorthy : There are quite a lot of women working in the space program</p>		<p>three to show their identification. Seeing these identities, the police did not believe that the three of them worked at NASA. Police thought all workers at NASA were men. The glass ceiling is a result of systemic discrimination that occurs in the workplace where women are often not recognized and appreciated for themselves and their achievements which contributes to differences in views and prejudice towards their gender (Harding, 2004). The police did not suspect that NASA was actually accepting female workers. This is a form of discrimination because Kathrine, Dhorthy and Marry are not recognized</p>	
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				and appreciated for themselves and their contributions to NASA because they are women. With this, it means that there are obstacles to applying for positions for women because of the stereotype in society that those who are allowed to work at NASA must be men, not women.	
2.	2/D/EXP/12.05-12.18/Dorothy/Hidden Figures	<p>Dorothy : Mrs. Mitchel, if I could? My application for supervisor, ma'am. Was just wondering if they're still considering me for that position.</p> <p>Mrs. Mitchel : Yes, well, the official word is no. They not assigning a permanent</p>		<p>2 : Datum Number</p> <p>D: Discrimination (Q1)</p> <p>EXP : Experiment (Q2)</p> <p>12.05-12.18: Screen time</p> <p>Dhorthy : Character</p> <p>HF : Hidden Figures(Title)</p> <p>In this scene, Dhorthy asks for clarity regarding his work, which he has never</p>	Valid


		<p>supervisor for the colored group.</p>		<p>done before being promoted to permanent supervisor at NASA. Even though she has tried her best to get a higher position, the character is rejected because she is a woman. Discrimination here appears in the form of refusal to be promoted to supervisor despite having tried hard and having adequate qualifications. In a feminist context, women from racial minorities often face complex discrimination and have to fight harder to advance their careers. This situation can be seen as a clear example of how gender differences impact women's opportunities in the workplace according to their abilities. Dorothy</p>	
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				<p>Vaughan is a character who shows effort and ambition to gain recognition that matches her experience and expertise. Although he effectively acted as a supervisor for a group of computer workers, he was not officially recognized as a supervisor or compensated according to his position. Lack of formal experience in a managerial position may be a factor that causes his boss not to acknowledge the true role he performs.</p>	
3.	3/P/SG/15.12-15.25/Mary/HF	<p>Mr. Zielinski : Mary, one who has the mind of an engineer must become a</p>		<p>3 : Datum Number P: Patriarchy (Q1) SG : Stereotype Gender (Q2)</p>	Valid


		<p>engineer. You can't stay in computing</p> <p>Mary: Mr. Zielinski, I'm a black woman, I don't want to hope for the impossible</p>		<p>15.12-15.25: Screen time</p> <p>Mary: Character</p> <p>HF : Hidden Figures(Title)</p> <p>In this scene, Mary is someone who is very clever in the field of engineering, but she doubts and doesn't believe she can become an engineer because most technicians are men. In a feminist view, patriarchy or male dominance in society creates social norms that limit women's access to important positions in the world of work (Gurung, 2021). Feminist theory by Sandra Harding, highlights how social structures based on gender and race can produce inequality,</p>	
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				<p>discrimination, and feelings of lack of self-confidence in female individuals. In this case, Mary felt that being an engineer was difficult because the majority of engineers were men. This reflects how men still dominate the technical industry, and women often have to face discrimination and stereotypes that hinder their progress such as the belief that being a technician is not a job. Mary felt insecure and hesitant about pursuing a career as an engineer because of these social influences.</p>	
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4.	4/S/SG/15.51– 16.27/ Katherine/HF	<p>Mitchell : Skirt must be worn past the knee,sweater are preferred to blouses. No jewelry. A simple pearl neckle is the exception.</p> <p>Your supervisor is Mr. Al Harrison, director of the space Task Group. You'll write research proof calculation so forth. Do not talk to Mr.Harisson unless he talk to you. Not many computers last more than a few days. He's ben through a dozen in as many month.</p> <p>Come on, keep up. Things</p>		<p>4 : Datum Number</p> <p>S: Stereotype(Q1)</p> <p>SG: Stereotype Gender (Q2)</p> <p>15.51– 16.27: Screen time</p> <p>Katherine : Character</p> <p>HF : Hidden Figures(Title)</p> <p>In this scene, while working, Katherine is required to obey all forms of feminine rules. According to Harding, stereotypes are generally used to justify an action carried out by one group over another group. In this scene, Sterotype shows the existence of inequality or imbalance in power relations. This inequality aims to conquer or control other parties. The</p>	Valid
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		<p>move fast around here. Your Clearance. They've never had a colored in here before, Katherine.</p>		<p>obligation to wear skirts below the knee and blouses is only intended for women with black skin. This suggests that Katherine is expected to adhere to standards of feminine appearance that are not relevant to her job. Because she is a woman, Katherine is prohibited from speaking to her boss, Mr. Al Harrison</p>	
5.	5/S/SG/18.20-19.00/Katherine/HF	<p>Mr. Harrison : Does she handle analytic geometry?</p> <p>Ruth : Absolutely, and she can speak.</p> <p>Katherine : Yes sir.I do</p>		<p>5 : Datum Number</p> <p>S: Stereotype (Q1)</p> <p>SG : Stereotype Gender (Q2)</p> <p>18.20-19.00 : Screen Time</p> <p>Katherine : Character</p> <p>HF: Hidden Figures (Title)</p>	Valid


		<p>Mr Harisson : Good , then I'm gonna need it by the end of the day</p>		<p>In this scene, when Mr. Harisson looks at Katherine and sees that the geometer is a woman, he is unsure of Katherine's skills and experience. According to Harding, a stereotype is a standard image or label/stamp given to a person or group based on a false or misguided assumption. In this case, Mr. Harisson gave the label, women can only use feelings rather than logic. . This is proven by Mr. Horisson's words: <i>Does she handle analytic geometry?</i>. This is also an obstacle to Katherine's career development because there are bad stereotypes about women's abilities.</p>	
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6.	6/P/MC/20.41-21.00/Katherine/HF	<p>Paul. : My number s are spot on.</p> <p>Katherine : I will double-check them, sir. No problem</p> <p>Katherine : I'm not gonna be able—</p> <p>Paul : Work on what you can read. The rest is classified. You don't have clearance.</p>		<p>6 : Datum Number</p> <p>P: Patriarchy (Q1)</p> <p>MC: Masculinity (Q2)</p> <p>20.41-21.00: Screen Time</p> <p>Katherine : Character</p> <p>HF: Hidden Figures (Title)</p> <p>In this scene, Paul commits arbitrary actions because Katherine is a woman. Paul, who had a higher position, took arbitrary action by ordering Katherine to complete the job. he just told women to do that. Masculine culture is an organizational cultural norm that excludes women from being given fair opportunities and power in organizations</p>	Valid
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				<p>between men and women (Connell, 2006). Masculine culture can create a bad environment for women's careers, the rules made by men only benefit others. Men alone are the dominant group. Meanwhile, women can only obey what is ordered by their male superiors. Therefore, it will be very difficult for women to reach the highest positions in their careers because they have to obey men's rules.</p>	
7.	7/D/GD/21.23-21.27/Katherine/HF	<p>Katherine : Sorry, may I know where the toilet ?</p> <p>Ruth : sorry I don't know where the toilet is for you..</p>		<p>7 : Datum Number</p> <p>D: Discrimination (Q1)</p> <p>GD: Gender Discrimination (Q2)</p> <p>21.23-21.27: Screen Time</p> <p>Katherine : Character</p>	Valid

				<p>HF: Hidden Figures (Title)</p> <p>In this scene, Katherine asks Ruth where the toilet is, but Ruth says she doesn't know where the toilet is for black people. This shows that Katherine has experienced discrimination against her Negroid race, so she is not allowed to share a bathroom with them. In this case, the glass ceiling is also aimed at minority groups who experience similar things, for example racial differences (Crawford (2008). Racial discrimination is unfair treatment and disparities based on race. In feminist theory, it is recognized that racial discrimination is also a form of</p>	
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				inequality in workplace and in this case, obstacles in the form of discrimination were shown to Katherine because she was female and of the Negroid race.	
8.	8/S/GPG/25.11-25.33/Katherine/HF	<p>Mr. Harisson : That’s right so you can throw that in the trash.</p> <p>Katherine : Excuse me.</p> <p>Mr Harisson : I sad you can throw it away. Here . Its not an in result to your work. It’s just absolete. That’s how fast things moving around here. If I said I was sorry, I’d be saying it all day.</p>		<p>8 : Datum Number</p> <p>S: stereotype (Q1)</p> <p>GPG: Gender Pay Gap (Q2)</p> <p>25.11-25.33: Screen Time</p> <p>Katherine : Character</p> <p>HF: Hidden Figures (Title)</p> <p>In this scene, Mr. Horisson doesn't appreciate Kathrine's struggle just because she worked too long late into the night. Because Katherine performed duties from Mr. Harisson for a long time</p>	Valid

		<p>Mr Harisson : Cause I don't need another smart girl with an adding machine</p>		<p>despite the fact that she did not have access to the numbers and calculations of her male superiors. Glass ceilings can limit women's opportunities for career advancement. Even if a woman works hard and overtime to show her ability, but there are limitations in the chance of promotion or salary increase that are equivalent to the efforts they make. In this respect Horisson convinced Horisson of the growing stereotype that women cannot work under pressure.</p>	
9.	9/D/GD/29.13-29.18/Katherine/HF	<p>Katherine's Mom: You promoted?</p> <p>Katherine : less likely</p>		<p>9 : Datum Number</p> <p>D: Discrimination(Q1)</p> <p>GD : Gender Discrimination(Q2)</p> <p>29.13-29.18 : Screen Time</p>	Valid


		<p>Katherine's Mom : But you want the job, right?</p> <p>Katherine : I think so</p>		<p>Katherine : Character</p> <p>HF: Hidden Figures (Title)</p> <p>In this scene, Katherine still can't believe she works there. The discrimination he experienced at the office made him doubt whether he would be promoted at the company. This is because she is the only woman in the accounting group and she comes from a minority. The glass ceiling is also aimed at minority groups who experience similar things, for example racial differences (Crawford (2008). In this situation, racial discrimination makes it difficult for Katherine to feel equal to her colleagues</p>	
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				<p>who may come from a different racial background. Katherine also felt marginalized and unrecognized, especially because she was the only woman in the accounting group. Many companies promote men at a higher rate than women (Ibarra et al., 2010). This reflects the inequality that exists in many work environments just because she is a woman and being a racial minority makes it even more difficult for her to reach the top of her career.</p>	
10.	10/S/WFC/29.13-29.18/Katherine/HF	<p>Katherine's Mom: You promoted?</p> <p>Katherine : less likely</p>		<p>10 : Datum Number</p> <p>S: Stereotype (Q1)</p> <p>WFC : Work Family Conflict (Q2)</p> <p>29.13-29.18 : Screen Time</p>	Valid

		<p>Katherine's Mom : But you want the job, right?</p> <p>Katherine : I think so</p>		<p>Katherine : Character</p> <p>HF: Hidden Figures (Title)</p> <p>In this scene, Katherine is a widow, she has to support and pay for all her family's needs. She had to work all the time and her mother hoped that Katherine would soon be promoted and become a permanent employee. However, this was quite difficult for Katherine, she didn't believe she could do it, on the other hand she had to work and fulfill her children's needs and make her mother's dreams come true. Katherine experiences pressure in achieving her career.</p>	
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				<p>Katherine faces the double burden of being a widow who has to work and support her family. This reflects feminist issues related to the multiple roles that women often have to play in society. They are expected to fulfill family responsibilities while pursuing a career or working. Katherine finds it difficult to achieve promotions and obtain permanent employee status. This reflects the problem of inequality in the world of work, where women often face obstacles in reaching the highest positions and obtaining equal rights to their male colleagues. Katherine's mother's hope of seeing her rise through the ranks and</p>	
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				<p>become a permanent employee reflects the social and family pressures that women often encounter. From a feminist perspective, this kind of pressure can affect individual women's feelings and increase their burden. In feminist theory, including the feminist perspective put forward by Sandra Harding, it is important to recognize that women often face unique challenges, especially when it comes to navigating multiple roles, inequality in work, and social and family expectations. Feminist theory emphasizes the need to overcome these barriers and create a social and economic</p>	
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				environment that supports gender equality and women's well-being.	
11.	11/S/WFC/30.40-30.54/Katherine/HF	<p>Katherine : I know. I work a full-time job now. You all know that. I have to be Mommy and Daddy</p>		<p>11 : Datum Number</p> <p>S: Stereotype (Q1)</p> <p>WFC : Work Family Conflict (Q2)</p> <p>30.40-30.54: Screen Time</p> <p>Katherine : Character</p> <p>HF: Hidden Figures (Title)</p> <p>In this scene, Katherine as a woman feels weak and sad because her children really need her. In fact, she is also confused between playing the role of mother and choosing to care for children or work. However, as a widow she had to support her family. She has to work to achieve</p>	Valid

				<p>her goals and be a good mother to her children. Being a working mother is very difficult for Katherine. He never has time for his children and only spends time at the office. The demands of being a mother and having to work to provide for her family are obstacles for Katherine to reach the peak of her career. He could work all the time to get promoted, but his children need him. Being both a mother and a worker is very difficult for Katherine.</p>	
12.	12/D/GD/33.33-33.56/Mary/HF	<p>Levi: A female engineer? Were Negro, baby. Ain't no such thing. Understand it.</p>		<p>12 : Datum Number D: Discrimination (Q1) GD : Gender Discrimination (Q2) 33.33-33.56: Screen Time</p>	Valid


				<p>Mary : Character</p> <p>HF: Hidden Figures (Title)</p> <p>In this scene, A husband who belittles mary (his wife) when he says that he wants to be an engineer. He said that it would be impossible for mary to achieve her dream. Not only because they are women, but those of the negroin race who are clear that their existence is not recognized and freedom is not granted to the oppressed, Even when a woman wants to achieve a career her husband doesn't support her and doesn't even believe that his wife is capable of becoming a female technician because</p>	
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				she is black. According to him, being NASA's first female technician will not bring any awards	
13	13/D/ GD/39.29-39.3/Katherine/HF			<p>13: Datum Number</p> <p>D: Discrimination (Q1)</p> <p>GD: Gender Discrimination (Q2)</p> <p>33.33-33.56: Screen Time</p> <p>Mary : Character</p> <p>HF: Hidden Figures (Title)</p> <p>In this scene, Katherine wants to take coffee to drink. However, she saw that the coffee machine was only for white people, whereas she had to heat water herself with an electric kettle and make his own coffee, not ready-to-drink coffee</p>	Valid

				like the others. This is a form of Discrimination experienced by Katherine, where she has to get different treatment and no one wants to drink the same coffee as her.	
14.	14/S/MC /39.51-40.32/Katherine/HF	Jim johnson : They let woman handle that sort of...		14 : Datum Number S: Stereotype(Q1) MC: Masculinity(Q2) 39.51-40.32: Screen Time katherine: Character HF: Hidden Figures (Title) Jim Johnson doesn't believe that NASA will leave the calculations for the launch and landing of the space program to women. Katherine who felt that Jim	Valid


				Johnson had lowered her abilities, just because she was a woman she was considered unable to do men's wor. Jim Johnson thought it would be impossible for Katherine to do things that women usually do. He considers that this job can only be done by men who can always calculate everything precisely and accurately and are able to think logically.	
15.	15/P/GD/ 39.51-40.32/Katherine/HF	<p>Paul : Mr. Harisson asked you to ensure the launch and landing for the Redstone rocket test</p> <p>Katherine : I can't do what I can't see. Mr. Stafford. It's unreadable</p>		<p>15 : Datum Number</p> <p>P: Patriarchy (Q1)</p> <p>GD : Gender Discrimination(Q2)</p> <p>39.51-40.32: Screen Time</p> <p>Katherine: Character</p> <p>HF: Hidden Figures (Title)</p>	Valid

		<p>Paul : It has been confirmed by two technicians in this department and by myself. This is only for the dumi test</p>		<p>In this scene, Paul, a computing head, gives arbitrary jobs to women. Katherine was treated unfairly because she was the only woman working at NASA in numerical computing. Katherine is always given more work than she should. Paul never provided clarity regarding what tasks Katherine had to do, which required Katherine to find out for herself things that were kept secret. Paul did all this against the background of Katherine as a woman of the Negroid race. Katherine's gender and racial differences make Paul increasingly mistreat female workers. So the patriarchal culture and gender discrimination experienced by</p>	
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				Katherine made it difficult for her to achieve her career.	
16.	16/P/MC/ 39.51-40.32/Katherine/HF	Paul : Mr. Harisson asked you to ensure the launch and landing for the Redstone rocket test		16: Datum Number Pat: Patriarchy (Q1) MC : Masculinity(Q2) 39.51-40.32: Screen Time Katherine: Character HF: Hidden Figures (Title) In this scene, Paul is given the task of ensuring the launch and landing for the Redstone rocket test , but he gives that task to Katherine. Katherine was required to complete calculations where she could not see the data. This action	Valid


				<p>taken by Paul required Katherine to submit to Paul's orders so that she could maintain her position working at NASA. Paul's attitude of masculinity is an obstacle for Katherine to do anything. Paul always acts dominant in every decision and analysis without paying attention to Katherine's opinions or suggestions and wants to prove that Katherine is just a weak woman and cannot do everything correctly, including logical calculations.</p>	
17.	17/P/SG/45.17/Katherine/ HF	Mr. Harisson : Are you a Russian spy?		<p>17: Datum Number P: Patriarchy (Q1) SG : stereotype Gender (Q2) 39.51-40.32: Screen Time</p>	Valid

				<p>Katherine: Character</p> <p>HF: Hidden Figures (Title)</p> <p>In this scene, Katherine is able to complete the task that Paul should have done. Paul shows Katherine's work to Mr Horisson. Paul tries to convince Mr Horisson that Katherine is not an ordinary woman by showing him the results of Katherine's work. The intent and purpose of Paul's actions was that he as a man did not want Katherine to take his place. Even though Katherine should have had that opportunity. Mr. Horisson and Paul don't trust Katherine's work, they accuse Katherine of being a Russian</p>	
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				<p>spy because they think it's strange that an ordinary woman can calculate secret numbers. This shows that when a woman has completed her duties properly and correctly, negative thoughts will always appear in a man's mind. Even Mr. Harisson thought that ordinary women would not be able to solve complicated arithmetic problems.</p>	
18.	18/D/GEG/ 46.43-47.15/Mary/HF	<p>Mitchell: NASA doesn't Comparassion female for the engineer training program.</p> <p>Mary: the position is open to anyone who meets the requirements</p>		<p>18: Datum Number</p> <p>D: Discrimination (Q1)</p> <p>GEG : Gender Education Gap(Q2)</p> <p>46.43-47.15: Screen Time</p> <p>Mary: Character</p> <p>HF: Hidden Figures (Title)</p>	Valid

		<p>Mitchell: Yes, but your education is not up to par</p> <p>Mary: I have a bachelor's degree in math and physics science like most of the technicians here.</p> <p>Mitchel: now need additional clear at the University of Virginia. It's in the Employee's Handbook, in addition.</p> <p>Mary: Every time we have a chance, they move the finish line.</p>		<p>In this scene, Mary signs up to be a technician. However, he received various kinds of rejection, one of the reasons being that NASA did not select women for the technician training program. Although this position is open to anyone who meets the requirements, the reason for replacement is education that does not meet the requirements. There is an assumption that the difference in the level of experience and education possessed by men tends to be higher than that of women, and the enormous responsibility that falls on the shoulders of men as heads of families is one of the causes of differences in salary</p>	
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				<p>payments (Lockwood, 2004). Every time you meet a requirement, there will always be another requirement for negroid. Mary was rejected from becoming a technician, this meant that she experienced discrimination in becoming a technician because she was a woman, especially since she came from the Negroid race. Just because Mary is a woman, even though her qualifications are the same as men, every company always rejects female technicians just because of the perceived difference in education between men and women. Even though women have the same education as men, they are still</p>	
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				<p>considered inferior to men. Obstacles like this make it very difficult for Mary as a woman to get the job she wants.</p> <p>When women reach standards, companies will change their standards so that women cannot achieve those standards.</p>	
19.	19/P/GD/ 57:27/Katherine/HF	Paul : Should be finished in the afternoon		<p>19 : Datum Number</p> <p>P: Patriarchy (Q1)</p> <p>GD : Gender Discrimination(Q2)</p> <p>57:27: Screen Time</p> <p>Mary: Character</p> <p>HF: Hidden Figures (Title)</p> <p>In a feminist view, patriarchy, or male dominance in society, creates social</p>	


				<p>norms that limit women's access to important positions in the world of work. this reflects the need to understand patriarchy as an underlying factor in the Glass Ceiling (Gurung, 2021). In this scene, Paul asks Katherine to finish the work quickly and must finish it in the afternoon. Due to this, Katherine had to leave her other job. As an ordinary employee, Katherine had to always comply with what her superiors ordered. Obstacles in the form of gender discrimination occurred because Paul always told Katherine to complete the task, not the male workers. Katherine is under pressure to always obey her</p>	
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				<p>superior's orders. However, many companies promote men at a higher level than women (Ibarra et al., 2010). Likewise with Katherine, even though she does her job well, she will never be promoted because she is a woman.</p>	
20.	20/D/GEG/58.15/Mary/HF	<p>Receptionist: Colored leather chair at the back of the courtroom</p>		<p>20 : Datum Number</p> <p>D: Discrimination (Q1)</p> <p>GEG: Gender Education Gap (Q2)</p> <p>58:15: Screen Time</p> <p>Mary: Character</p> <p>HF: Hidden Figures (Title)</p>	Valid


				<p>In this scene, to achieve his dream of becoming a technician at NASA and according to regulations, he must obtain an engineering certificate. When Mary was accepted she had to sit in the back seat and experience Discrimination against white people. Apart from that, Mary also had to sit behind the male students if she wanted to study to become a technician. This Dtinction should not be experienced by Mary, because in education there should be no difference in the right to learn. However, Mary Dcovered two unpleasant things about being a female technician. She had to experience Discrimination in her</p>	
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				education and she had to always be behind the men	
21.	21/D/GED/ 1.01.33-1.02.31/Katherine/HF	<p>Mr. Harrison : For 40 minutes every day? What are you doing in the toilet?</p> <p>We're running out of time, I'm really counting on you.</p> <p>Katherine : there is no toilet for me here</p> <p>Mr Harisson : What do you mean there are no toilets?</p> <p>Katherine : There are no colored toilets in this building. It's only in the west building and it's 800 meters away, you know</p>		<p>21: Datum Number</p> <p>D: Discrimination (Q1)</p> <p>GD : Gender Discrimination(Q2)</p> <p>1.01.33-1.02.31: Screen Time</p> <p>Katherine : Character</p> <p>HF: Hidden Figures (Title)</p> <p>In this scene, Katherine, who has a negroid background, must have boundaries that must be obeyed. She also received Discrimination at work, one of which was that she could not use the bathroom for white people, drank coffee in the same pot as white people, had to</p>	Valid


		<p>that? I have to go far to relieve myself and I can't use my bicycle. Imagine that Mr. Harrison. My uniform, a skirt below the knee, my heels and a simple pearl. I don't have Pearl. Colored people's salary is not enough to buy Pearls. I work like a Dog, day and night, only drinking coffee from a pitcher you won't touch! So forgive me.. if I have to go to the toilet a few times every day</p>		<p>wear a knee-length skirt, could not wear a luxurious pearl necklace. Not only that, Katherine had to work beyond her working time limit, she had to work from morning to night to complete her boss's assignments. However, Mr Harisson considered that Katherine was incompetent, went off on her own and did not comply with the existing rules.</p>	
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22.	22/D/GEG/1.10.54-1.10.58/Mary/HF	<p>Judge: Hampton is a white school Mrs. Jackson</p> <p>Mary : Yes Your Honor, I know. Virginia still segregates the races</p>		<p>22: Datum Number</p> <p>D: Discrimination (Q1)</p> <p>GEG : Gender Education Gap(Q2)</p> <p>1.10.54-1.10.58: Screen Time</p> <p>Mary : Character</p> <p>HF: Hidden Figures (Title)</p> <p>In this scene , Mary Jackson, who had to study again because of NASA's rules regarding the limits of education for a technician, she experienced a bit of refusal and a reprimand from her majesty by emphasizing that this school was only for white people. Whereas one, the only school that must be taken is that school</p>	Valid
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				which still separates races. Mary was subjected to different and awkward treatment to achieve her career	
23.	23/D/MC/1.20.13-1.20.21/Katherine/HF	<p>Katherine: If I can attend directions, I can...</p> <p>Paul : Katherine, we talked about it. That's impossible. There is no protocol for women to attend</p>		<p>23 : Datum Number</p> <p>D: Discrimination (Q1)</p> <p>MC : Masculinity (Q2)</p> <p>1.20.13-1.20.21: Screen Time</p> <p>Katherine : Character</p> <p>HF: Hidden Figures (Title)</p> <p>In this scene, Katherine really wants to attend a meeting to find out the calculation numbers, but Katherine is not allowed to attend the meeting by her boss because she is a woman. Even though he has the ability to solve current problems.</p>	Valid


				<p>Women in decision-making and leadership positions in organizations are often overlooked in decisions that affect their careers. (Harding, 2004). Paul considered Katherine inappropriate to attend the meeting, he believed Katherine would not have any influence at the meeting. Because those who attended the meeting were only leaders and important people at NASA.</p>	
24.	24/P/MC/1.21.04 - 1.21.11/Katherine/HF	<p>Paul : I told you, the computing department doesn't write reports, fix it.</p> <p>Katherine: That's my calculation. My name should be there.</p>		<p>24 : Datum Number</p> <p>P: Patriarchy (Q1)</p> <p>MC : Masculinity (Q2)</p> <p>1.21.04- 1.21.11: Screen Time</p> <p>Katherine : Character</p> <p>HF: Hidden Figures (Title)</p>	Valid


		<p>Paul : that's not how it works.</p>		<p>in this scene, Paul is explaining and convincing Mr. Harisson, that women should not attend this large meeting.</p> <p>In a feminist view, patriarchy, or male dominance in society, creates social norms that limit women's access to important positions in the world of work (Hading, 2004). According to Paul, if women attend meetings it will only be a hassle. Katherine must obey Paul's rules.</p> <p>Even though he really wanted to attend the meeting. Paul didn't allow Katherine to attend the meeting simply because he thought that if she attended it would only be a hassle. The woman will also not</p>	
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				make any contribution by attending the meeting	
25.	25/P/SG/ 1.21.50-1.21.52/Katherine/HF	Paul : She is a woman, there is no protocol for women to attend meetings.		25: Datum Number Pat: Patriarchy (Q1) SG : Stereotype Gender (Q2) 1.21.50-1.21.52: Screen Time Katherine : Character HF: Hidden Figures (Title)	Valid
				In this scene, Paul is explaining and convincing Mr. Harisson, that women should not be allowed to attend this big meeting. Paul thinks that if women attend meetings it will only be a nuisance. Katherine must obey Paul's rules. Even though he really wanted to	

				attend the meeting. Paul didn't allow Katherine to attend the meeting just because he thought that if she attended the meeting it would only be a hassle. The woman will also not contribute anything by attending the meeting.	
26.	26/D/ GD/1.26.55- 1.27.04/Dhortthy/HF	Michell : Meanwhile, we need IBM for the launch of Glenn. The chief engineer says, you're good with cards, programming and stuff.		26 : Datum Number D: Dcriminatn (Q1) GD: Gender Discrimination(Q2) 1.26.55- 1.27.04: Screen Time Dhortthy: Character HF: Hidden Figures (Title) In this scene, one of the programming parts requires a very skilled technician.	Valid


				<p>They saw that Dorothy's performance was very good in this area. Finally they asked Dorothy to be part of the program temporarily because after the rocket launch they would disband the group. the reason dorthy is only temporary is because she is a woman and comes from the negroid race. Although women in top management positions receive professional and social recognition, women face challenges related to organizational culture, apathy, indifferent team members, and lack of trust from superiors and subordinates (Macarie et al., 2011). In cases like this, the obstacle that Dorothy experiences is</p>	
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				double discrimination, namely gender discrimination because she is a woman and racial discrimination.	
27.	27/D/GEG/ 1.31.19/Mary/HF	Teacher: The curriculum is not designed for women		27 : Datum Number D: Discrimination (Q1) GEG: Gender Education Gap(Q2) 1.31.19: Screen Time Mary: Character HF: Hidden Figures (Title) In this scene, Mary enters a technician training class, but the teacher tells her that the curriculum is not suitable for women. Mary experienced social rejection because she was female and	Valid

				colored. This proves that women's desires to be equal to men in the field of education are always rejected. Women are never given proper opportunities and there are always limitations to being equal to men. Women always receive unfair treatment in every way, including in terms of achieving education equal to men.	
28.	28/P/GD/ 1.38.45-138.50/Katherine/HF	Mr Harisson : In short, we don't need any more computation in this part.		28 : Datum Number P: Patriarchy (Q1) GD : Gender Discriminastion (Q2) 1.38.45-138.50: Screen Time Katherine: Character HF: Hidden Figures (Title)	Valid

				<p>In this scene, Mr. Harrison indirectly reveals that Katherine has been fired from her job because IBM has been calculating faster than humans. After going through the many struggles that Katherine did. It seems that because she is women, he is only made a temporary member of the accounting group. This is a form of injustice that occurs in the world of work. Among the many workers, only Katherine was fired because she was a woman. This action is an arbitrary action carried out by male superiors against women. Patriarchal culture never allows women to achieve</p>	
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				<p>important positions equal to men. Even though Katherine has tried and worked as best as possible and the results of the work are satisfactory. Mr. Horisson's actions also reflect his masculinity attitude at work, where he makes decisions without seeing and considering Katherine's superiority compared to other male workers. In a situation where women are considered less than men, patriarchy lies in a culture and social structure that places men in a higher position than women so that men can easily dismiss women's work regardless of the results of their work.</p>	
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29	29/P/ SG/26.56- 27.07/AHY/Mis/Eps.3	<p>Sung hyun : Young yi, I have to meet with my club seniors, let's postpone this afternoon's meeting for tomorrow. I will bring lots of materials</p> <p>Ahn Young yi : Sorry ??</p>		<p>29 : Datum Number</p> <p>P: Patriarchy (Q1)</p> <p>SG : Stereotype gender (Q2)</p> <p>26.56-27.07: Screen Time</p> <p>AHY: Ahn-Young-yi (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.3: Episode 3</p> <p>In this scene, Sung hyun, (Ahn Youngyi's business partner) unilaterally cancels the meeting appointment that was supposed to take place this afternoon. Ahn Young Yi had to agree with her decision, even bringing project materials for Ahn-Young Yi to work on the next morning. This is a form of</p>	Valid
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				<p>Patriarchy perpetrated by a male business partner, where he does whatever he wants regardless of Ahn Young Yi's work. alone. He also required Ahn Young-yi to comply because he thought women should submit to senior orders. In a context like this, gender stereotypes play a role in decision making. For men, gender stereotypes may create expectations that men should be more dominant, assertive, or less emotionally expressive. However, the attitude taken is sometimes inappropriate and detrimental to women when making decisions. Obstacles like</p>	
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				this really Drupt the continuity of women's careers.	
30	30/D/GD/37.48-38.19/AHY/Mis/Eps.4			<p>30 : Datum Number</p> <p>D: Discrimination (Q1)</p> <p>GD : Gender Discrimination(Q2)</p> <p>37.48-38.19: Screen Time</p> <p>AHY: Ahn-Young-yi (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.4 : Episode 4</p> <p>In this scene, Ahn Young-yi's co-worker belittles him by presenting his daily life at the office to all the audience. Including when his activities in the bathroom and so on. This is a form of sexual</p>	Valid

				<p>harassment perpetrated by men in the workplace to support their careers and bring down the careers of women who are superior to a. Men also think that sexual harassment is a normal thing that women can accept, they even bring women down in this way. Sexual harassment in the context of the glass ceiling is included in the category of gender Discrimination. This can create an unsafe and unequal environment for women. Existing barriers can strengthen or exacerbate the glass ceiling.</p>	
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31.	31/S/SG/14.51- 16.02/AHY/Mis/Eps.5	<p>Ha Sung-joon : What are you going to do about the company election meeting?</p> <p>This is why I can't work with women, there is no sense of sacrifice. What can I expect?why are you so stiff? Don't you want to apologize?</p> <p>Ahn Young-yi : I'm sorry</p>		<p>31: Datum Number</p> <p>S: Stereotype (Q1)</p> <p>SG : Stereotype Gender (Q2)</p> <p>14.51- 16.02: Screen Time</p> <p>AHY: Ahn Young-yi (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.5 : Episode 5</p> <p>In this scene, Men do not want to work with women because they are careless, and cannot do the work properly. women are seen as indecisive, unstable and easily stressed, so many people do not trust women to hold important positions in companies. However, not all women do this. Several factors that can explain</p>	Valid
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				<p>why these stereotypes can occur between men and women involve gender perceptions and expectations that may be embedded in the culture or organization. For example, a patriarchal organizational culture. This culture can create expectations that men are more capable and more serious in their work than women.</p>	
32.	32/S/WFC/16.37-16.54/ SN/Mis/Eps.5	<p>Sun Ji-young: entrust him to your mother. That's what we promised. Are you the only one who works. It's a week's meeting that I've had a week because of you. I can't delay anymore. Never</p>		<p>32 : Datum Number S : Stereotype (Q1) WFC : Work Family Conflict(Q2) 16.37-16.54: Screen Time SN: Sun Ji-young (Character) Mis: Misaeng (Title) Eps.5 : Episode 5</p>	Valid

		<p>mind that I have to work now.</p>		<p>In this scene, Sun Ji-young gets a call from her husband who says that he is going out with his friend and there is no one to look after his child at home. Work-family conflict is a form of inter-role conflict that occurs when energy, time, or behavioral demands of the work role conflict with the demands of the family role (Greenhaus & Beutell, 1985). Women are required to work and take care of the house simultaneously. Even blaming women for being too busy with their work. Women are often taught to follow more traditional gender norms, such as the gender norm of women</p>	
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				<p>acting as housewives and caregivers. (Silvestre et al., 2020). In this scene we can see the double demands or double burden that women often experience, where they are required to work outside the home while also being responsible for household work. This may reflect gender inequality in responsibilities and social expectations of women</p>	
33.	33/D/WFC/26.29/SN/Mis/ Eps.5	Sun Ji-young: Soo jin, Are you okay?		<p>33 : Datum Number D: Discrimination (Q1) WFC : Work Family Conflict (Q2) 26.29: Screen Time SJY: Sun Ji-young (Character) Mis: Misaeng (Title) Eps.5 : Episode 5</p>	Valid

				<p>In this scene, the female character collapses and is exhausted from working continuously without stopping. The female character is pregnant with her third child, and this means she does not get relief from work, because the leave allowed by the company is only 2 times during pregnancy. The character is forced to keep his life a secret because he doesn't want to be fired. Work-family conflict is a form of inter-role conflict that occurs when energy, time, or behavioral demands of the work role conflict with the demands of the family role (Greenhaus & Beutell, 1985). Even</p>	
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				<p>though on the other hand, women are required to fulfill their obligations as wives, but they also have to achieve the dreams and jobs they dream of. Women often experience discrimination in the workplace just because they are pregnant. Women who become pregnant and then have to leave are considered to be a nuisance to male workers because they are seen as adding to their workload.</p>	
34.	34/S/SG/25.50-26.04/AHY/Mis/Eps.5	<p>Ha Sung-joon: women are always in trouble. After everyone studies, they will get married, get pregnant, husband.. they have many</p>		<p>34 : Datum Number</p> <p>S: Stereotype (Q1)</p> <p>SG : Sexism (Q2)</p> <p>25.50-26.04: Screen Time</p> <p>SJY: Sun Ji-young (Character)</p> <p>Mis: Misaeng (Title)</p>	Valid

		<p>reasons. Or they try to beg for mercy by crying</p> <p>Friends : it's because they are not loyal</p>		<p>Eps.5 : Episode 5</p> <p>In this scene, male workers insinuate to Ahn Young-yi that women only make men's work difficult. women Prohibited from marrying if you want to have a good career. Working women are always blamed by companies, in-laws and children for not being able to meet their needs and desires. women are not given the option to do everything they want and are always seen as wrong.</p>	
35.	35/D/GD/26.23 – 26.52/SJY/Mis/Eps.5	<p>Ahn Young-yi : May I know why she didn't tell us she was pregnant?</p>		<p>35: Datum Number</p> <p>D: Discrimination (Q1)</p> <p>GD : Gender Discrimination (Q2)</p> <p>25.50-26.04: Screen Time</p>	Valid

		<p>Sun Ji-young: se can't do that. The third child is very difficult. times have changed, but work and taking care of children must be difficult. Working mothers are always to blame. For the company, for the in-laws, and of course the child. It is impossible without the help of the husband. If you want to continue working, don't get married.</p>		<p>SJY: Sun Ji-young (Character) Mis: Misaeng (Title) Eps.5 : Episode 5</p> <p>In this scene, when Ahn Young Yi sees her co-worker being mistreated while pregnant, she asks Sun Ji Young why that happened.. Women are not allowed to take time off from work because they are pregnant more than 2 times. this is because when women take time off from work it will slow down and make it difficult for other workers, especially men. there is an assumption in the minds of men that when a woman is pregnant then giving birth will only add to their</p>	
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				workload. In this case, women always experience Discrimination based on their gender. They will always be considered a burden and will never benefit men in their work. This kind of thing can hinder women's careers, because women will always be seen as unable to do the work they should be doing. This is also the basis for why men are always promoted easily while women have difficulty.	
36.	36/D/GD/30.53- 30.56/SJY/Mis/Eps.5	Ma Bok-ryul : I hate the trouble-making woman		36 : Datum Number D: Discrimination (Q1) GD : Gender Discrimination (Q2) 30.53-30.56: Screen Time SJY: Sun Ji-young (Character) Mis: Misaeng (Title)	Valid

				<p>Eps.5 : Episode 5</p> <p>In this scene, there is sexual harassment experienced by women. Women are blamed for wearing short skirts and clothes with revealing slits. Even though the person who asked for it was actually the chairman. And when women refuse to be harassed, superiors always assume that women are troublemakers, women are given the opportunity to advance through harassment. This is certainly very unfair to women. Treatment like this is a form of discrimination and treatment that is detrimental to women personally and professionally.</p>	
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37.	37/P/GD/6.01-6.04/AHY /Eps.6	Jung Hee-seok : that's why I don't believe women		37 : Datum Number P: Patriarchy (Q1) GD: Gender Discrimination(Q2) 6.01-6.04: Screen Time AHY: Ahn Young-yi(Character) Mis: Misaeng (Title) Eps.5 : Episode 5 in this scene, women make a mistake that is considered fatal later Men always blame women and are considered unable to keep secrets and Dloyal. Not believing in women's abilities is an inappropriate and unfair attitude. This kind of attitude is a form of gender Discrimination that harms women personally and	Valid
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				professionally. Women have the same abilities as men and have the same rights to achieve success without having to experience excessive treatment. This kind of attitude can also be a form of glass ceiling, where women face obstacles in achieving important positions in companies or organizations	
38.	38/P/GD/0.11.04/AHY/Mi s/Eps.6	Ha- Sung-joon: Dare to shout. Do your job!		38 : Datum Number P: Patriarchy (Q1) GD : Gender Discrimination (Q2) 30.53: Screen Time AHY: Ahn Younh-Yi (Character) Mis: Misaeng (Title) Eps.6 : Episode 6	Valid


				<p>In this scene, when Mr. ha comes near Ahn-Young-yi, he sees another co-worker from a different part of the division than Ahn-Young-yi. Mera wants to help Ahn-Young-yi but she refuses because she thinks Mr. Ha will help her. apparently not. Pak ha who has a problem with them doesn't like it if Ahn young-yi gets close to them. until finally he shouted at Mr. Ha and made him angry. From this it can be seen that women are not allowed to shout and oppose what their superiors say. Women are required to submit and obey every order. Women should not shout and oppose what their superiors say, which is</p>	
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				<p>a form of gender bias and Discrimination. This treatment falls into the category of understanding and thinking about women in the workplace. This is also an example of a glass ceiling, where women face obstacles to achieving important positions in companies or organizations because they do not have the right to be respected and listened to.</p>	
39.	39/D/GD/0.22.58/FG/Mis/ Eps.6			<p>39: Datum Number D: Discrimination(Q1) GD: Gender Discrimination (Q2) 0.22.58: Screen Time FG: Figuran (Character) Mis: Misaeng (Title)</p>	Valid


				<p>Eps.6 : Episode 6</p> <p>This scene shows that men are treated in the form of sexual harassment in the workplace. According to the European Institute for Gender Equality (EIGE), sexual harassment is a form of discrimination and violence, where the victims are predominantly women and the perpetrators are predominantly men. In this case, women are obliged to submit and obey the treatment of male superiors if they want to get a good position in the workplace. This shows a form of unfair treatment that women receive</p>	
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40.	40/P/Exp/00.20-00.36/AHY/Mis/Eps.7	<p>Ha- Sung-joon : Fine, you analyzed it, found that my report did not match the market trend, and the research was not good?</p>		<p>40: Datum Number</p> <p>P: Pathriarchy(Q1)</p> <p>Exp : Experimentalism (Q2)</p> <p>00.20-00.36: Screen Time</p> <p>AHY: Ahn Younh-Yi (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.7: Episode 7</p> <p>In this scene, Ahn - Young -yi receives severe punishment from his superior for changing the report his superior made. Ahn-Young-yi's action of trying to confirm the report from her male superior was considered by her superior to be a violation of the rules. Male dominance creates social norms that</p>	Valid
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				<p>limit women's access to important positions in the world of work (Hading, 2004). He was not given access to take part in reports from his superiors. According to research conducted by Bombuwela (2013), there are still many women who need more work experience than men, so that women occupy positions below men. In this case, the obstacle in the form of Ahn Young-yi is considered not to have the same abilities and work experience as male superiors, women cannot make good decisions which causes them not to have enough experience to be in their field. Women's lack of experience is due to the lack of</p>	
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				opportunities for them to develop their abilities and skills, this certainly hinders women's careers	
41.	41/P/GD/00.58/AHY/Misaeng /Eps.7	Ha- Sung-joon : Shut up !		<p>41: Datum Number</p> <p>P: Patriarchy (Q1)</p> <p>GD : Gender Discrimination (Q2)</p> <p>00.58: Screen Time</p> <p>AHY: Ahn Younh-Yi (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.7: Episode 7</p> <p>In this scene, the boss is annoyed with Ahn Young-yi. he gets violent by slapping Ahn-Young yi just for doing a slightly different analysis. The boss who thinks women aren't much smarter than</p>	Valid

				<p>him and thinks women are just pretentious. Patriarchy lies in acts of violence and attitudes that criticize women carried out by superiors. Patriarchy is a social system in which men dominate and hold power over women, both in the private and public spheres. Acts of violence, such as slapping women, and assuming that women are just "pretentious" are a form of male domination over women in patriarchy. This reflects gender inequality and harms women physically, emotionally and professionally</p>	
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42.	42/P/GP/23.34/AHY/ Mis/Eps.7			<p>42 : Datum Number</p> <p>P: Patriarchy (Q1)</p> <p>GPG: Gender Pay Gap (Q3)</p> <p>23.34: Screen Time</p> <p>AHY: Ahn Younh-Yi (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.7: Episode 7</p> <p>In this scene, the boss of resource department is angry at Ahn-Young Yi for correcting his boss' wrong analysis, he has to start over from the beginning. he had to work overtime alone at the office to finish it again because the document was important for tomorrow, even though the other workers had</p>	Valid
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				<p>already gone home. Women who do not receive additional salary even though they work overtime is an example of the involvement and Discrimination experienced by women in the world of work. In the case of women who do not get additional salary even though they work overtime, patriarchy lies in gender Discrimination that Dadvantages women professionally. This reflects gender inequality and Dadvantages women in terms of earning a living wage and harms women physically, emotionally and professionally</p>	
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43.	43/S/SG/0.20.47/AHY/Mis /Eps.8	Ha- Sung-joon: You think I want to work with you?		43 : Datum Number S: Stereotype(Q1) SG : Stereotype Gemder (Q2) 0.20.47: Screen Time AHY: Ahn Younh-Yi (Character) Mis: Misaeng (Title) Eps.8: Episode 8 In this scene, the boss orders Mr. Ha to work with Ahn Young -yi. but he refused on the grounds that he didn't like Ahn - Young -yi's work and didn't like it because she was a woman, he also thought that working with women would make his job more difficult. According to Harding, women are considered to be	Valid
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				<p>soulful, shy, submissive, loyal. Mr. Ha, as a male worker, doesn't want to work with women because he considers women to be incompetent and will only cause problems and cause a lot of problems. There are stereotypes that have developed thereby making it more difficult for women to get promoted because their colleagues in the office are partly There are many men who don't want to work with her just because of this stereotype.</p>	
44.	44/P/MC/50.50-50.57/AHY/ Mis/Eps 8	Ha- Sung-joon: What do you think I am? I told you not to interfere, do not make me angry! You think this is		<p>44 : Datum Number P: Patriarchy (Q1) MC : Masculinity (Q2) 50.50-50.57: Screen Time</p>	Valid


		<p>yours and you have that right?</p>		<p>AHY: Ahn Younh-Yi (Character) Mis: Misaeng (Title) Eps.8 : Episode 8</p> <p>In this scene, When Ahn Young Yi did his own work and market analysis without any prior direction or orders from Mr. Ha. This made Mr. Ha feel very angry and did not accept everything. He thinks that a naru employee like Ahn Young-yi will not be able to do that, Pak Ha also thinks that what Ahn Young-yi is doing is to seek the attention of his superiors and it will interfere with Mr. Ha's further career. This means that men do not want to be outdone and competed</p>	
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				with by women and do not want the position they currently have to be taken over by women. Men will be losers if surrounded by great women.	
45.	45/P/GD/8.10- 8.15/AHY/Misaeng/Eps.9	Ha- Sung-joon : I told you. Don't do anything I don't tell you to do		45 : Datum Number P: Patriarchy (Q1) GD : Gender Discrimination (Q2) 8.10-8.15: Screen Time AHY: Ahn Younh-Yi (Character) Mis: Misaeng (Title) Eps.9 : Episode 9 In this scene, Ahn Young-yi happily makes coffee for Mr. Ha as a form of apology and he promises to obey Mr. Ha's orders. However, Pakha was	Valid

				<p>actually angry with him. Women were always considered wrong in the eyes of their superiors. Obeying orders was blamed, not obeying was considered ignorant. Whatever is done is always considered wrong and all efforts are not appreciated. Patriarchy lies in beliefs that place men in positions of absolute authority, while women are expected to be submissive and obedient. This also takes the form of gender inequality. Where women cannot make their own decisions. Of course, it will make it difficult for women's careers because they have to follow the rules ordered by</p>	
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				men who have a higher position than them.	
46.	46/P/SG/9.16-9.27/AHY/Misaeng/Eps.9	Ha- Sung-joon : Empty the trash cans and wash other people's trash cans.		<p>46: Datum Number</p> <p>P : Patriarchy (Q1)</p> <p>SG : Stereotype Gender(Q2)</p> <p>9.16-9.27: Screen Time</p> <p>AHY: Ahn Younh-Yi (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.9 : Episode 9</p> <p>In this scene, When Mr. Ha giving orders, he give orders that are outside of work, such as cleaning up trash and buying food. This is a form of social inequality where male employees are never treated like that. . taking out the</p>	Valid


				<p>trash and cleaning up at work is a woman's business. This is a form of gender stereotypes in the work environment. Gender stereotypes are common views that associate certain characteristics with a particular gender. Gender stereotypes can influence perceptions and expectations of individuals based on their gender, including in areas of work and tasks that are considered suitable for men or women. The view that tasks such as taking out the trash and cleaning up at work are women's business reflects gender stereotypes that view women as caretakers of the house and doing</p>	
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				domestic work. This can limit women's opportunities to take on more important and challenging roles in the workplace.	
47.	47/P/SG/45.57- 46.07/AHY/Mis/Eps.9	<p>Ha- Sung-joon : Young yi, Wipe my desk</p> <p>Another worker : Wipe my desk too</p> <p>Other workers: My desk too</p>		<p>47: Datum Number</p> <p>P : Patriarchy (Q1)</p> <p>SG : Stereotype Gender(Q2)</p> <p>45.57-46.07: Screen Time</p> <p>AHY: Ahn Younh-Yi (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.9 : Episode 9</p> <p>In this scene, Ahn Young-yi is ordered to clean up all the office desks. This is work that is beyond what he should do when he is at work. Just because there is a growing stereotype that women can do</p>	Valid


				housework, wiping the table is also equated with that. Patriarchy lies in the statement that wiping the table at work is a woman's business. This view reflects gender stereotypes that view women as caretakers of the house and doing domestic work. In this context, the view that tasks such as wiping tables in the workplace are women's business reflects gender inequality and views that limit the role of women in the workplace.	
48.	48/S/GD/ 46.26/AHY/Mis/Eps.9	Kang Hae-joon: Young yi cleans it		48: Datum Number S: stereotype(Q1) SG : stereotype Gender (Q2) 46.26: Screen Time AHY: Ahn Younh-Yi (Character)	Valid

				<p>Mis: Misaeng (Title)</p> <p>Eps.9 : Episode 9</p> <p>In this scene, a male worker accidentally drops his glasses and stationery in the office. Ahn Young - Yi was ordered to clean it, even though it was not his job. This is bad treatment by male workers towards women. Male workers think that such things should be done by women. The stereotype that has developed in society is that sweeping and mopping are women's duties. That stereotype also works in the office environment. Which requires women to do the same even though it is not their job in the office.</p>	
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49.	49/D/GD/ 0.45- 1.00/Shin/Mis/Eps.10	<p>Boss : Miss shin, I would appreciate a cup of coffee from you.</p> <p>Ny.shin : Yes, sir</p> <p>Boss : Nice body</p>		<p>49: Datum Number</p> <p>D: Discrimination (Q1)</p> <p>GD : Gender Discrimination(Q2)</p> <p>46.26: Screen Time</p> <p>Shin :Character</p> <p>Mis: Misaeng (Title)</p> <p>Eps.10 : Episode 10</p> <p>In this scene, a man looks at a woman's body and says obscene words. This is a form of verbal harassment that women experience in the workplace, but is considered normal by men. According to EIGE, any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, with the aim or</p>	Valid
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				<p>effect of violating a person's dignity, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment. Actions by male superiors who look at women's bodies and say inappropriate words to women in the workplace are a form of sexual exposure that cannot be tolerated. Sexual harassment against women is an act that violates human rights, and can have a negative impact on their welfare and victim productivity.</p>	
50.	50/D/GD/5.05-05.10/AHY/Mis/Eps.10	<p>Boss : Ahn young-yi clean this up</p> <p>Ahn Young Yi : Yes sir</p>		<p>50 : Datum Number</p> <p>D: Discrimination (Q1)</p> <p>GD : Gender Discrimination(Q2)</p> <p>5.05-05.10: Screen Time</p>	Valid


				<p>AHY: Ahn Younh-Yi (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.10 : Episode 10</p> <p>In this scene, Ahn Young-yi is treated casually by her male co-worker. He was ordered to clean all the desks in the office. This is because they do not believe that Ahn Young-yi can do office work like them. Ahn Young-yi is seen as a woman who should do housework and not work in an office. In this case, this is a form of gender Discrimination where women are not given the same</p>	
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				opportunities to advance their careers as men, and are instead given menial tasks that are not part of their job responsibilities. This can have a significant impact on women's career advancement and overall well-being in the workplace	
51.	51/D/GD/ 5.29-5.35/AHY/Mis/Eps.10	<p>Shin Woo-hyun: Young-Yi coffee.</p> <p>Ah Young-yi: Yes sir</p> <p>Shin Woo-hyun: Why do you keep giving me coffee mix? I want a black coffee.</p> <p>Do you understand now</p>		<p>51 :Datum Number</p> <p>D: Discrimination (Q1)</p> <p>GD : Gender Discrimination (Q2)</p> <p>5.29-5.35: Screen Time</p> <p>AHY: Ahn Younh-Yi (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.10 : Episode 10</p>	Valid


				In this scene Mr. Shin hires Ahn-Young-yi not as he should. She was ordered to make coffee and serve all the orders from the Mr. Srin. this is a form of Discrimination against women because it is done by men because they think that the proper job for Ahn-Young Yi is to serve them and they think that women should be in house	
52.	52/D/GD / 16.34-16.47/AHY/Mis/Eps.10	<p>Shin Woo-hyun: Pick up my shoes at the repair shop, then take my liquid digestive medicine as well.</p> <p>Shin Woo-hyun : Buy me a pack of cigarettes.</p>		<p>52 :Datum Number</p> <p>D: Discrimination (Q1)</p> <p>GD : Gender Dcimation (Q2)</p> <p>16.34-16.47: Screen Time</p> <p>AHY: Ahn Younh-Yi (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.10 : Episode 10</p>	Valid

				<p>In this scene, the boss asks him to buy shoes, medicine, and cigarettes. This is treatment outside the proper order. The boss considers it appropriate for Ahn Young Yi to do the work he orders and he must obey his orders. Male superiors only order female employees, not male employees who are told to do what they need. This is a form of discrimination against women because this does not happen to male employees in the office.</p>	
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53	53/D/GD/1.02.25- 1.02.27/Mis/Eps.10	P: Women can't do anything there		<p>53: Datum Number</p> <p>D :Dkriminasi</p> <p>GD : Geder Discrimination</p> <p>1.02.25-1.02.27 : Screen Time</p> <p>Mis : Misaeng</p> <p>Eps.10: Episode 10</p> <p>In this scene, Ahn Young-yi gets the task of taking the company's production goods alone. Even though there should have been another employee on duty to carry out the work. Ahn-Young-yi must obey what his superiors say. However, other workers doubted his ability to do this job. This is a form of Discrimination where women are considered unable to</p>	Valid
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				do any work in any field. Acts of sexism also occur when a man who is his superior always underestimates all forms of abilities he has just because he is a woman and is considered unable to do any work..	
54.	54/Pat/Sex/ 48/1.03.39- 1.03.53/Mis/Eps.10	Mr. Ha : Hey crazy! You moron. Do I want to screw me? Ah you crazy bitch! Why are you doing this to me? Hey dumbass bitch. You don't have to finish it until tomorrow, come back now.		54: Datum Number Pat: Patriarchy (Q1) GD : Gender Discrimination (Q2) 1.03.39-1.03.53: Screen Time AHY: Ahn Younh-Yi (Character) Mis: Misaeng (Title) Eps.10 : Episode 10	Valid


				<p>In this scene, Ahn Young-yi is running an errand from his boss to pick up fertilizer from the factory and will be in the office tomorrow morning. The workers at the factory are going on strike. As a result, Ahn Young-yi had to deliver the fertilizer to the office by car and drive himself. He drove the truck to work 3 times when the boss heard that Ahn Young-yi did this. He considers that his actions are reckless and can interfere with the continuity of his career. His boss said harsh words that shouldn't be said to women. This is a form of verbal violence perpetrated against women. Patriarchy lies in situations where male</p>	
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				superiors hurl dirty words at women. In this context, decision-making actions carried out by male superiors towards women reflect gender inequality and power authority that hinder the continuity of women's careers.	
55.	55/D/GD/19.02-19.05/AHY/Mis/Eps.11	Mr Ha; I won't be nice to you just because you're a girl		55: Datum Number D: Discrimination (Q1) GD : Gender Discrimination (Q2) 19.02-19.05: Screen Time AHY: Ahn Younh-Yi (Character) Mis: Misaeng (Title) Eps.11: Episode 11 In this scene, Ahn Young-yi's boss asks him to work extra even beyond what is	Valid


				<p>his duty at work. This is also included in the form of gender Discrimination because gender Discrimination is an action or attitude that harms or differentiates someone based on their gender. In this case, the senior man showed an attitude of Drespect for women and refused to provide kindness to women just because of their gender, which is a Dcriminatory act. Sex Discrimination is a form of gender inequality that can harm women and violate their rights in the work environment. The senior also showed a sexist attitude by refusing to give nice</p>	
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				gestures to girls just because they wer women.	
56.	56/ S/SG/23:35- 23.37/SN/Mis/Eps.11	Mr. Ma: that's why women can't be team leaders!		56: Datum Number S: Stereotype (Q1) SG : Stereotype Gender (Q2) 23:35-23.37: Screen Time SN: Sun (Character) Mis: Misaeng (Title) Eps.11 : Episode 11 In this scene, Mr. Ma, who is the head of division 3, blames Mrs. Sun for being incompetent in teaching and ordering her members. This is in line with the perception that women are not suitable for leadership roles because they are	Valid

				<p>judged to be "feeling" or "submissive".</p> <p>(Baron, 2014). Mr. Ma's statement reflects gender prejudice that devalues the role of women in the work environment and states that women are incapable of being team leaders. This statement clearly underestimates women's abilities as team leaders and creates false gender prejudices. Mr. Ma's statements reflect biased views and prejudice that women are incapable or unfit to be team leaders, which in turn can prevent women from achieving the leadership positions they should achieve.</p>	
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57	57/P/GD/34.39-34.40/AHY/Mis/Eps.14	Mr. Ma: Are you satisfied after arguing with your boss?		<p>57: Datum Number</p> <p>P: Patriarchy (Q1)</p> <p>GD : Gender Discrimination (Q2)</p> <p>34.39-34.40: Screen Time</p> <p>AHY: Ahn Young-yi (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.14 : Episode 14</p> <p>This scene is a form of Patriarchy where a woman who dares to speak or give an opinion that is contrary to her boss or male co-worker is considered inappropriate behavior or outside the expected norms. In feminist standpoint theory, there is an awareness of how Patriarchy and social expectations</p>	Valid
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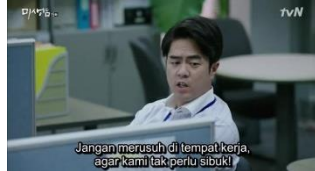
				<p>influence people's views of women in the workplace. In the context of the glass ceiling, gender Discrimination is the main aspect that can influence women in achieving leadership positions or success in the workplace. When women are not allowed or inhibited from expressing their opinions, criticizing superiors, or participating in decision making. This sentence also creates a situation where the superior questions or doubts the satisfaction or actions of a female subordinate who has dared to speak against the superior. This can reveal gender prejudices that underlie expectations that women should be</p>	
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				<p>obedient or not dare to stand up to male superiors, which is a form of sexist attitudes and behavior. In this situation, the sexist attitudes of male superiors towards female subordinates could be a concrete example of how gender inequality and glass ceilings can become entrenched in organizational culture.</p>	
58.	58/D/Sex//35.13-35.14/AHY/Mis/Eps.14	Mr. Ma: You're crazy!		<p>58: Datum Number D : Discrimination Q1) GD : Gender Discrimination (Q2) 35.13-35.24: Screen Time AHY :Ahn Young-yi (Character) Mis: Misaeng (Title) Eps.14 : Episode 14</p>	Valid

				<p>In this scene, Ahn-Youngyi receives unfavorable treatment from her male superior. Ahn Young-yi was threatened by his superior not to report him for his behavior towards Ahn Young-yi. In the context of the glass ceiling, Mr. Ma's actions reflect a form of pressure. The pressure in question takes the form of intimidation, or unfair treatment of individuals, especially in the context of the sexual harassment perpetrated by Pak Ma against Ahn-Young-yi. "All sexual behavior or tendencies to behave sexually that are unwanted by someone, whether verbal (psychological) or physical, which the recipient of the</p>	
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				<p>behavior considers to be degrading, humiliating, intimidating or coercive" (Sihite, 2007)</p> <p>In situations like this, such language can be used to undermine or limit the rights of individuals, especially women, to report sexual harassment or problems they experience in the workplace. If individuals, especially women, are asked whether they "would report this as sexual harassment" in a condescending or mocking tone, this may reflect sexist attitudes that create gaps and barriers for women to address issues such as sexual harassment in the workplace.</p>	
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59	59/D/WFC/09.49-09.51//AHYMis/Eps.14	Ahn Young -yi's mother: Now we have no place to live		60: Datum Number D: Discrimination (Q1) WFC: Work Family Conflict(Q2) 09.49-09.51: Screen Time AHY: Ahn Young-yi (Character) Mis: Misaeng (Title) Eps.14: Episode 14 In this scene, Ahn-Young-yi gets a call from her mother that her house will be confiscated. As the only person working in her house, she is under pressure from her family because she has to pay off her father's debt so that her house is not confiscated. On the other hand, those who work fall into the family work	Valid
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				category where they have to work for their family's needs. Work-family conflict is a form of inter-role conflict that occurs when energy, time, or behavioral demands of the work role conflict with the demands of the family role (Greenhaus & Beutell, 1985)	
60	60/D/GD/20.36-20.40/AHY/Mis/Eps.15	Mr. Ha: don't be Druptive at work, so we don't have to be busy!		61: Datum Number D: Discrimination (Q1) GD : Gender Discrimination(Q2) 20.36-20.40: Screen Time AHY: Ahn Young-yi (Character) Mis: Misaeng (Title) Eps.15: Episode 15	Valid

				<p>In this case, it is a form of sexism and a derogatory use of authority. The remarks made by his superior reflect sexist behavior and attitudes that indicate gender-based Discrimination in the work environment. The phrase creates a situation where women are pressured to remain calm and not criticize or express Dsatisfaction with gender inequality that may exist in the workplace.</p>	
61	61/D/Exp/10.23-10.24/AHY/Mis/Eps.16	Mr. Ma: Have you ever worked on a business before?		62: Datum Number D: Discrimination (Q1) Exp : Experimentalism (Q2) 10.23-10.24: Screen Time	Valid


				<p>AHY: Ahn Young-yi (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.16: Episode 16</p> <p>In this scene, Mr. Ma intends to doubt the abilities or experience of female subordinates based on their gender. In the context of the glass ceiling, according to Sandra Harding, this reflects how women are often faced with prejudice and assumptions that they lack experience or are incompetent in business or certain fields. According to research conducted by Bombuwela (2013), there are still many women who need more work experience than men, so</p>	
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				that women occupy positions below men.	
62	62/P/GD/10.56-10.57/AHY/Mis/Eps.16	Mr. ma: Tell them you won't do it!		63: Datum Number P: Patriarchy (Q1) GD : Gender Discrimination(Q2) 10.56-10.57: Screen Time AHY: Ahn Young-yi (Character) Mis: Misaeng (Title) Eps.16: Episode 16 In this scene, what Mr. Ma says to Ahn-Young in the context of the glass ceiling reflects a situation where a male superior might direct or order a female subordinate to refuse certain tasks or responsibilities. This is a form of	Valid

				<p>pressure or degrading use of authority against female subordinates. In the context of the glass ceiling, this sentence could be considered a form of Discrimination or unfair treatment that hinders the career advancement of female subordinates. This creates a situation where women (Ahn Young-yi) feel forced to turn down opportunities or assignments that could help them achieve promotions and reach the highest positions in their careers. the attitudes of their male superiors also reflect the assumption that female subordinates are incapable or unsuitable</p>	
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				to perform certain tasks based on their gender.	
63	63/D/GD/47.13-47.17/SN/Mis/Eps.17	Co-worker: Then what about our promotion?		<p>64: Datum Number</p> <p>D: Discrimination (Q1)</p> <p>GD : Gender Discrimination(Q2)</p> <p>47.13-47.17: Screen Time</p> <p>SN: Sun Ji-young (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.17: Episode 17</p> <p>In this scene, Sun's mother, as a co-worker, is a way for other workers to be promoted. In other words, Sun's mother was only used to get her male colleagues promoted. This is a form of Discrimination because it is unethical</p>	Valid

				<p>behavior and even an abuse of power. In the context of the glass ceiling, actions like this reflect unethical treatment and gender-based Discrimination. This also reflects how gender stereotypes and prejudices can influence interactions in the work environment, with women being seen as tools or vehicles for purposes other than recognition of their own competence and qualifications. In this situation, the male friend also takes advantage of the woman in a sexist manner by treating them as a tool to achieve promotion or personal goals.</p>	
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64	64/D/GD/26.05- 26.07/Mis/Eps.19			<p>65: Datum Number</p> <p>D: Discrimination(Q1)</p> <p>GD : Gender Discrimination(Q2)</p> <p>26.05-26.07: Screen Time</p> <p>SN: Sun Ji-young (Character)</p> <p>Mis: Misaeng (Title)</p> <p>Eps.19: Episode 19</p> <p>In the context of the glass ceiling, staring at or paying attention to a woman's curves in an unprofessional or unethical manner can represent a form of sexual harassment. This is inappropriate behavior in the workplace and can undermine a safe and inclusive work environment. Sexual harassment can be</p>	Valid
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				a significant obstacle to women's career advancement. This can create insecurity, stress, and Dcomfort that can prevent women from reaching their full potential in work.	
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