CORPUS-BASED ANALYSIS: "WOMEN" FOR "LEADERSHIP"
Analisis Berbasis Korpus: "Women" untuk "Leadership"

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Abstrak: Bahasa sudah sering dijadikan objek penelitian dan mengkaji apa yang terkandung di dalamnya seperti pergeseran gramatikal, penambahan kosakata, dan juga norma-norma yang berkembang di masyarakat. Dalam kajian grammar terdapat yang disebut corpus yang sering digunakan oleh peneliti untuk membantu memperoleh data yang kemudian akan diolah lebih lanjut. Bahasa mengandung kata, frasa, klausa, dan kalimat. Dari kajian bahasa, dapat digunakan untuk menganalisis kecenderungan cara pandang masyarakat tentang kepemimpinan, dan kaitannya dengan perempuan. Kouzes dan Posner (1991) percaya bahwa kepemimpinan adalah seni dalam menggerakkan orang lain untuk memperjuangkan pemikiran yang sama. Pernyataan tersebut tidak bias hanya untuk satu gender saja. Namun pada kenyataannya, tidak banyak pemimpin atau pemimpin yang berhasil menjabat adalah perempuan. Fasilitas kolokasi yang dimiliki korpus dapat menentukan identitas suatu kata dengan kata pengiringnya. dengan menghipotesiskan kemungkinan adanya peluang bagi perempuan untuk mendapatkan kolokasi dengan karakteristik kepemimpinan, ternyata hasilnya jauh berbeda. Kata perempuan tidak banyak diasosiasikan dengan kata karakteristik kepemimpinan, lebih sering dikaitkan dengan isu seksual.

Kata kunci: wanita, kepemimpinan, korpus

Abstract: Language has often been used as the object of research and examines what is contained in it such as grammatical shifts, vocabulary additions, and also the norms that develop in society. In the study of grammar, there is what is called a corpus which is often used by researchers to help obtain data which will then be processed further. Language contains words, phrases, clauses and sentences. From language studies, it can be used to analyse the tendency of people's perspective of a leadership, and its relation to woman. Kouzes dan Posner (1991) believe that leadership is an art in mobilizing others to fight for the same thinking. These statements are not biased only for one gender only. However, in reality, not many leaders or leaders who have successfully served are women. The collocation facility owned by the corpus can determine the

identity of a word with the accompanying word. by hypothesizing the possibility of an opportunity for women to get collocations with leadership characteristics, instead the results are much different. The word woman is not allocated much with the word leadership characteristics, it is more often associated with sexual issues.

Keywords: woman, leadership, corpus

INTRODUCTION

Language develops over the time. The development of this language can not be separated from human life which also continues to grow. Language has often been used as the object of research and examines what is contained in it such as grammatical shifts, vocabulary additions, and also the norms that develop in society. In the study of grammar, there is what is called a corpus which is often used by researchers to help obtain data which will then be processed further. Language contains words, phrases, clauses and sentences. The corpus examines a collection of texts, according to Baker, that the corpus is a data bank from a collection of texts taken from written or spoken (Baker, 2010). Corpus generally refers to a collection of texts that naturally appear side by side from various contexts both orally and in writing ((O'keeffe, 2007) . So the source of corpus data comes from texts in newspapers, books, novels, articles on the internet and even from a transcribed voice recording. Furthermore, according to Baker, a corpus is a collection of writings that can be in the form of hardcopy or softcopy. As mentioned earlier, hard copies can be in the form of books, magazines, newspapers, dictionaries, etc. On the other hand, these soft files are in the form of websites, applications, or online dictionaries.

Corpus is identical with a large amount of data and has sufficient quantity, especially if it is used as research data. The data obtained from this corpus contains linguistic units that are ready to be used as language researcher data due to the amount of data required. qualified so that the corpus can be used as a database. The advantages possessed by the corpus can be used to examine the words "women" and prove what we can get from the word woman in the corpus data. The role of women in the development of the times is often tied to a certain context. The word "woman" when juxtaposed with

the word "leader" does it show good results?

Ulrike Oster & Heike van Lawick (2016) conducted a study of semantic preference and semantic prosody on the translational aspect. Oster and Lawick focused on phraseological units in German, Catalan and Spanish. This research was used to make it easier for translators to match the pragmatics of the two languages and make a result where the two researchers found semantic preference and semantic prosody.

Gede Primahadi Wijaya Rajeg & I Made Rajeg (2020) conducted research with a corpus linguistic approach for the study of Indonesian conceptual metaphors. Researchers studied the understanding and fundamental components of emotional metaphors and then reviewed them with methodological implications.

Robbie Love (2021) examines swearing in English, especially informal spoken English. The data taken by Love is data from 1990 to 2010. Using the Spoken British national Corpus (BNC1994) and the Spoken British national Corpus (BNC 2014). From his research, Love found that there was a change in the swearing word used in 1990 and 2010, where in 1990 the word BLOODY, a popular swearing word, changed to FUCK. Love also said that there is a need for further studies on socio-economic issues in the distribution of swearing words.

From several previous studies, this research also uses a corpus linguistic approach in analysis, but it has different object of research. Unlike previous studies where the software used is BNC, this research uses the Corpus of Contemporary American English (COCA) software. Furthermore, this research is aiming to expose words related to woman in Corpus of Contemporary American English (COCA) whether it meets the characteristics of leadership.

THEORETICAL REVIEW

Leadership

Leadership is a trait that is basically owned by every human being. Rost (1991)

describes leadership as a mutually influencing relationship between leaders for certain changes for the common good (Rost, 1991). Kouzes dan Posner (1991) believe that leadership is an art in mobilizing others to fight for the same thinking (Kouzes, 1995). These statements are not biased only for one gender only. It is open for those who have willingness on managing himself or others with their skill to achieve individual or group's goal. However, in reality, not many leaders who have successfully served are women.

There are indeed some female leaders, but the percentage compared to the number of male leaders is quite far. A study conducted by the Pew Research Center in 2015 showed astonishing results (Leadership, 2017). The study was conducted on men and women with much different age ranges to find out the result of public view about who deserve the leader position, in many kinds of settings.

Picture 1.
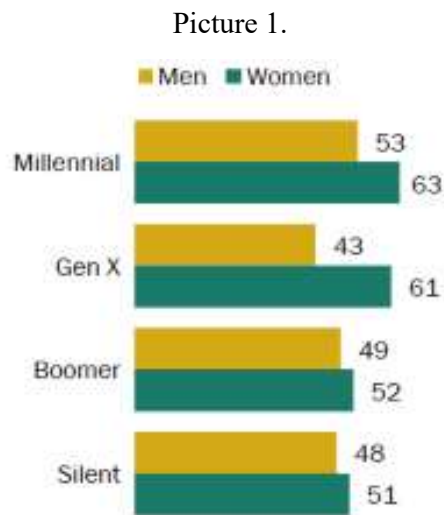
Source: Pew Research Center, 2015b

From the information above, it shows that men and women have equality to become the right political leaders as the pole result of both gender difference are slight. The data taken from a research to the people and how they perceive each gender in

performing good political leader's role. Data collected from different era of the observants, which are millennial, Gen X, and Boomer that might apparently an observation performed to a grandmother, a mother, and to the young adult daughter or son. These different era is analysed to show different perception toward who become the best leader. The gender variation appears in the perception of presidential policies and useful abilities. Drastically, about 38% said women in excessive political office did a better job than men who faced social problems. including education and health care (as opposed to three% for men), at the same time 37% said men were higher in dealing with national protection and protection (5% for women).

In a study conducted by Jean Lau Chin, a professor at Adelphi University, women's equality has increased considerably both at home and at work, but the representation of women in leadership roles is still below that of men. However, stereotypes affect the way women perform leadership tasks. Perspective and culture are also important in influencing the pattern of women's leadership in a place. Although many of today's leadership adhere to transformative leadership, the culture that exists in organizations/institutions still considers social construction in determining leadership roles (Chin, 2000).

Tabel 1.

Key Trends	From	To
Type of provision	- Prescribe course - Standardised - Theoretical/academic	- Intervention/developmnet programme - Customised - Applied/based on real-life shallenges
Time-frame	- One-off - Discrete start & end points	- Continual - And on-going development 'jouney'
Format	- Didactic: lectures & presentations - Abstract/conceptual	- Participatory: interactive activities & group work - Experiential/relective

Location	• Classroom-based • Off-site	• Blended (variety of methods) • Work-based as well as off-site
Focus	• Development of individuals • Generics	• Development of individuals & groups • Vocational/for a specific purpose
Role of provider	• Supplier • Expert	• Partner, collaborator & coach • Co-designer/facilitator
Nature of support	• Limited • Primarily concerned with accreditation • Theoretical/academic	• Extensive-relationship management • Primarily concerened with client experience • Coaching/mentoring

Source : Boldern(2010)

The data above is obtained from the University of Cambridge Institute for Sustainable Leadership, where there are changes in leadership trends that occur (Leadership, 2017). In accordance with the Sustainable Development Goals (SDGs), the occurrence of these changes, the limit has become less and it enable leaders to be more active and widen their skills. It should have a good impact on gender equality, especially for women who has more limit than men. Data shows that there are certain shifting as the key trends of type of provision, time frame, format, location, focus, role of provider, and nature of support of leadership roles in a certain institution take place.

Moreover, leadership are closely related to certain word that commonly are attatced to its definition or its characteristics. According to the Visser and Courtice (Visser, 2011), leaders characteristics are:

a. Systemic Thinker

b. Open Minded

c. Inclusive

d. Navigates Complexity

e. Thinks long term

f. Globally consious

g. Interdisciplinary

In addition, according to Office of Personnel Management (Leadership, 2017), a leader should have 5 major qualifications such as:

a. Leading change

  1. Creative and innovative

  2. External awareness

  3. Flexibile

  4. Resilience

  5. Strategic Thinker

  6. Visioner

b. Leading people

  1. Conflict management

  2. Laveraging diversity

  3. Developing others

  4. Team builder

c. Result driven

  1. Accountible

  2. Customer service

  3. Decisive

  4. Entrepreneur

  5. Ploblem solver

  6. Technical credible

d. Business acument

  1. Financial management

        2. Human capital management

        3. Technological management

  e. Building coalitions

        1. Partnering

        2. Political savvy

        3. Influencer/negotiater

RESEARCH METHOD

This research uses quantitative and qualitative methods. The data used in this study is data obtained from the Corpus of Contemporary American English (COCA). COCA is the largest corpus database that can be accessed for free. Created by mark Davies and has been used by thousands of users ranging from students, lecturers, researchers, translators, etc. COCA has more than 450 words absorbed from text as well as spoken. The use of COCA is in accordance with this study because the data in English owned by COCA is quite a lot and is able to be a source of data for this research. Moreover, COCA has data sources not only from academic texts, but also from non-academic texts as well as from academic and non-academic spoken words so that they are able to represent the objectivity of the research.

RESULT AND DISCUSSION

Picture 2.

Source : *Corpus of Contemporary American English (COCA) (english-corpora.org)*

In COCA, woman has 3 definitions such as woman as an adult female person, women as a class, and woman as a human female who does housework. Moreover, for the collocation of the word "woman" to its collocation of noun, here are the result. Here is the top 24 list of noun as the collocates of woman.

Table 3.

+ NOUN	NEW WORD			?
62581	2.72	man		📄
2554	2.92	minority		📄
2315	4.18	us		📄
2282	2.78	abortion		📄
2099	2.71	breast		📄
1452	6.45	america		📄
945	4.58	trans		📄
840	2.88	equality		📄

652	5.86	suffrage	
544	2.85	march	
484	6.83	washington	
478	3.91	empowerment	
467	7.19	texas	
462	6.64	california	
443	6.89	mary	
424	7.70	clinton	
423	6.59	postmenopausal	
406	2.75	feminist	
389	2.57	liberation	
376	8.87	hiv	
371	2.97	feminism	
334	2.77	gay	
330	2.64	oppression	
330	6.79	africa	

Meanwhile, the collocation of the word "woman" to its collocation of verb and adjective have these result.

Table 4.

+ VERB		NEW WORD	?
2061	3.73	rape	
605	3.12	assault	
233	3.43	oppress	
219	3.54	clad	
189	3.47	ordain	
179	2.57	outnumber	
110	3.55	scorn	
73	6.05	art	

47	2.57	breastfeed		📄
35	3.96	lactate		📄

Table 5.

+ ADJ		NEW WORD		?
27649	3.39	young		📄
11324	5.08	unidentified		📄
6318	4.01	pregnant		📄
3229	2.50	married		📄
1855	3.72	elderly		📄
1808	3.31	attractive		📄
1392	2.52	muslim		📄
1390	3.61	african-american		📄
1010	4.55	middle-aged		📄
870	4.73	battered		📄
814	3.73	reproductive		📄
748	2.58	hispanic		📄
671	4.80	unmarried		📄
509	2.92	educated		📄
489	2.63	blond		📄
449	2.56	feminist		📄
434	3.47	heterosexual		📄
380	3.92	bisexual		📄
317	3.03	nude		📄
312	2.51	overweight		📄
312	2.60	low-income		📄
269	2.84	obese		📄
243	4.48	hiv-positive		📄
241	3.81	petite		📄

The data shows that the word "rape" has the highest score beyond other collocation verbs towards "woman".I addition, the data below show the result of adverb collocation of woman.

Table 6.

+ ADV		NEW WORD		?
1121	3.31	sexually		🗒
169	3.24	disproportionately		🗒
145	2.89	eg		🗒
109	5.10	scantily		🗒

It shows that the highest rank is the word "sexually". Collocation is commonly understood as the occurrence of words that are often placed side by side. According to Cruse (1986) collocation refers to sequences of lexical items which habitually co-occur. From the results of the collocation on the word "woman", the word with the highest score, 62581, is the word man, followed by minority, US, abortion, breast, america, trans, equality, etc. The appearance of the word woman as a collocation of man shows results that are far disproportionate to other collocations. The following is the part of speech classification based on the results of the collocation of the word "woman" in COCA.

Table 7.

Noun	Man, minority, us, abortion, breast, america, trans, equality
Verb	Rape, assault, oppress, clad, ordain, outnumber, scorn, art
Adj	Young, unidentifies, pregnant, married, elderly, attractive, muslim, african-american
Adv	Sexually, disproportionatelly, eg. Scantly

Moreover, the topics and cluster of the word "woman" also collected from the COCA, the result is presented below:

Topics

Female, gender, male, feminist, stereotype, sexual, sex, equal, equality, risk, abortion, sexuality, study, breast, feminist, cancer, discrimination, workforce, pregnancy, violence.

Cluster

Table 8.

woman*	Women who=women in=woman have=woman with=women do
*woman	For women=young woman=unidentified woman=to women=you women=other women=old woman=two women
woman**	Women and children=women who have=women and men=women don't=woman who has=women who had=women of color
**woman	Men and women=with a woman=for a woman=to a woman=as a woman=to the woman=man and woman=lot of women
woman***	Woman in the world=women are more likely=women who don't=women in the world=women and children in=women in the military=women don't have=women of all ages
***woman	Man and a woman=both men and women=between men and women=young men and women=one of the women=for men and women=there was a woman=she was a woman

Discussion

Table 9.

Noun	Man, minority, us, abortion, breast, america, trans, equality
Verb	Rape, assault, oppress, clad, ordain, outnumber, scorn, art
Adj	Young, unidentifies, pregnant, married, elderly, attractive, muslim, african-american
Adv	Sexually, disproportionatelly, eg. Scantly

In this study, the researcher tried to reveal the collocation of the word "woman" to "leadership". From the results obtained in the "noun" class on the word "woman", it turns out that the word that has the highest value is the word "man" with a score of 62581 which is then followed by the word "minority" with a score of 2554. Women are assisted with the word man and also minority. The presence of woman are linked closely to the word man, it is irony how the word woman cannot stand by itself or at least it is not linked

to the opposite gender which is men. It can be said that men dominates the presence of woman. As the word woman stands by itself as a noun, it doesn't show much freedom compared to the noun-linked-word of man. Again, woman are not capable of being apart from man. Also the word minority reflects the presence of woman in real world, that woman remains being minority in many ways including from its categories of leader and leadership. Followed by other sexual-related noun such as abortion, breast, and trans emphasizes that woman tends to be the object of such sexual view or treats.

In the summary of the top word rankings with various word classes above, it also shows that from the verb class, the 2061 score belongs to the word "rape", followed by "assault" with a drastically different score of 605, which is almost 1/3. The tendecies of woman related more to sexual action is proofed here. Woman are linked to the word rape as an result of being the object of sexual activity, compare to the other verbs which has the relation to leadership. Moreover, other relateds word such as assault, scorn, outnumber shows that woman has been the left one, or the weak party. It is the opposite as responds to the leadership-related verbs such as manage or decide which has more power.

As for the adjective word class, there is the word "young" which occupies the highest rank with a score of 27649, followed by the word "unidentified" with a score of less than half, which is 11324. This tipical word for woman relates to young depicts that older woman is less recognised compared to the young one. It is only young woman who has been in the spot light and attract more attention compared to other word coming up next which is elderly. Moreover, the word woman is also linked to certain condition which limit their freedom such as married and pregnant. This certain condition comes up as an issue for woman that married woman and pregnant woman matters, so it is showed among the collocations word as it is used often. Other words related to racism showed up, such as muslim and african-american. These words of racism set categories to woman as woman seen differently from one to other race of woman. The fact that leadership do not

stand for certain race means it is open for everyone who has adequate qualification as leadership. As for women still captured within the image of certain race means that women are not give the chance to pursue leader position.

From the list of collocation word classes, nouns, verbs, adjectives, and adverbs with leadership characteristics, it can be compared to the classification of leadership characteristic proposed by Visser and Courtice. Visser and Courtice stated the characteristic of leader are Systemic Thinker, Open Minded, Inclusive, Navigates Complexity, Thinks long term, Globally conscious, and Interdisciplinary, so from the data obtained from COCA about "women" only the word "equality" can be categorized as an open-minded category belonging to Visser. Among all the words with the highest rank, there is at least one word that represents leadership. However, the rest of the words are still far from the classification of leadership characteristics, such as minority, unidentified, outnumber, disproportionately. Moreover, many words are associated with acts of sexual violence and things that lead to sexual matters, such as rape, breast, abortion, and trans. This sad fact shows that the stereotype of women is being weak sexual objects, and not women as independents who are able to have a career and have a strong leadership spirit.

CONCLUSION

The existence of a linguistic corpus in linguistic research is very beneficial for researchers. The idea that emerged from the researchers' interest in knowing the world's perception of the relationship between the word "woman" and the word "leadership" became one of the originators of this research. Even though they have conducted research and distributed questionnaires to all people with different cultural and educational backgrounds, resulting in a view that women are capable and worthy to be leaders and have leadership qualities, this is not reflected in the results obtained from the data collected through the corpus. The collocation facility owned by the corpus can determine the identity of a word with the accompanying word. by hypothesizing the possibility of

an opportunity for women to get collocations with leadership characteristics, instead the results are much different. The word woman is not allocated much with the word leadership characteristics, it is more often associated with sexual issues.

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