

Modernization and Transformation Perception as well as Practice *Dui Pappenre*: Challenges for Human Resource Management in Society Bugis Contemporary

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ABSTRACT

This study examines the transformation of *Dui Pappenre*'s perceptions and practices in the context of the modernization of contemporary Bugis society and its implications for human resource (HR) management. Using a qualitative method with a case study approach, this study explores how the *Dui Pappenre* tradition affects the productivity, career development, and welfare of the young generation of Bugis in the world of work. The study results show that the financial stress caused by *Dui Pappenre* can reduce work motivation, productivity, and work quality, as well as affect career decisions and stress levels. To address these challenges, a comprehensive approach to HR management is needed, including financial aid programs, flexible policies, and creating an inclusive organizational culture. The study concludes that integrating *Dui Pappenre*'s understanding of cultural practices into HR policies can help individuals manage financial challenges while maintaining productivity and well-being, as well as creating a more harmonious and effective work environment.

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1. Introduction

In the era of globalization and rapid modernization, society Bugis faced various significant socio-cultural changes. One aspect of a cultural transformation is the practice of *Dui Pappenre* or spending money on marriage custom Bugis.⁵ This tradition, which originally had a meaning of symbolic And Deep social functions is now experiencing a shift in perception and implementation in the middle of current modernization.

Dui Pappenre, which is traditionally considered a form of honour and the responsibility of the party's man to the candidate's wife And his family, is now often seen as a symbol of

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⁵Machmud, M., & Syahril, M. A. F. (2024). The Influence of Education and Social Status on *Dui Pappenre*'s Value: Family Financial Implications. *Amsir Management Journal*, 5(1), 1-7.

social status and economic capacity.⁶ Shift This meaning not only influences social dynamics in society Bugis but also creates new challenges in human resource management, especially in the context of weddings And the formation of family.

Modernization has brought change significant in the social and economic structure of society Bugis. Improvement levels of education, urbanization, and exposure to global culture have changed the way the younger generation of Bugis traditions, including the practice of *Two Pappenre*.⁷ Lots partner young now questioning the relevance and sustainability of this tradition in the context of modern life.

Change perception to *Two of the Pappenre* Also impact on the economic aspects of marriage. Demands The increasingly *Dui Pappenre* tall often becomes a burden financially for the candidate's bride man And his family. This can cause delays in marriage, conflict between families, or even cancellation of wedding plans, which in turn influence social dynamics and demographic public Bugis.

On the side of others, the practice of Excessive *Dui Pappenre* can also create a social gap in society. Families with lower economic status may feel marginalized or experience social pressure to meet high expectations related to *Dui Pappenre*, which can lead to even greater social and economic problems.

This challenge also has implications for human resource management in a broader context. Area. Companies and organizations that employ individuals from the background behind Bugis need to understand And accommodate the dynamics of this culture, especially in terms of policy leave marriage, alimony, or even scheme special loans to help employees fulfil obligation their customs.

From a gender perspective, the practice of Excessive *Dui Pappenre* can strengthen stereotypes And gender inequality. Although intended as a form of appreciation, this practice can be interpreted as " purchasing " the bride. Women, which is contrary to the principles of equality And empowerment women who are fought for in modern society.

However, amidst these challenges, there are also attempts to reinterpret And revitalize meaning *Dui Pappenre* to better suit the modern context. Some communities of Bugis have started discussing ways to maintain the essence of this tradition while reducing the burden financially, for example by emphasizing non-material values such as commitment and responsibilities in marriage.

Local government And figure public also began to take a role in overcoming this issue. Some areas have issued an appeal or even regulations to limit the number of *Dui Pappenre*, to keep social harmony and reduce negative impacts from this practice.

Urgency to address This problem is getting worse urge considering the two complex issues that have emerged. First, the high number of delays in marriage among young Bugis consequence of the inability to fulfil the demands of *Dui Pappenre*, which has the potential to bother social stability and demographic terms long. Second, the increased case conflict between families And induced divorce by financial problems post marriage, as a result of burden debt or expectation style unrealistic life related to the height *Dui Pappenre*. Both of these problems require a approach comprehensive involving aspects of cultural, social, economic, and legal to seek sustainable solutions.

2. Method

The research method used in this study is a qualitative approach studies case. This study aims to explore And understand deeply the phenomenon of *Dui Pappenre* in the context of the modernization of public Bugis. Data collection was carried out through observation participants, where researchers were involved directly in everyday life informants to observe And understand the practice of *Dui Pappenre* directly. In addition, the study documentation

⁶Fatmayani, K. (2023). Uang belanja Dalam Perkawinan Adat Bugis Perspektif Pendidikan Agama Islam di Desa Wele Kecamatan Belawa Kabupaten Wajo (Doctoral dissertation, IAIN Parepare).

⁷Baedowi, A. (2015). Potret Pendidikan Kita. Pustaka Alvabet.

is also done to analyze various documents related, such as historical records, archives families,⁸ And media reports on practices *Two Pappenre*.

Data analysis using thematic analysis technique, where the collected data will coded And categorized to identify patterns And theme's main related shift meaning And practice *Dui Pappenre*. To ensure the validity of the data, this study applies triangulation of sources and methods, as well as member checking where the results of the analysis will be reconfirmed to the informant. The data analysis process is carried out iteratively And is sustainable during the data collection process, following an interactive analysis model consisting of data reduction, data presentation, and withdrawal conclusion.⁹

3. Results and Discussion

Implications of *Dui Pappenre* on Productivity and Career Development of Young Bugis Human Resources

Dui Pappenre tradition in Bugis society has significant implications for the productivity and career development of young people in the workplace. The high financial demands to fulfil these customary obligations create pressure that can affect the performance and career decisions of young Bugis individuals. According to a study conducted by Kim & Garman (2004), individuals with higher levels of financial stress tend to be less satisfied with their income and experience decreased productivity.¹⁰

Financial pressure due to *Dui Pappenre* can have a negative impact on the work motivation of the young Bugis generation. They may feel burdened and less focused on work due to concerns about how to fulfil these customary obligations. This is in line with the findings of Fairbrother and Warn (2003) which stated that financial stress can reduce the level of involvement in work.¹¹ As a result, productivity and work quality can decrease, which in turn can hinder career development opportunities.

Career decision-making may also be affected by *Dui Pappenre's demands*. Younger Bugis may be more likely to choose jobs or positions that offer higher financial compensation, even though they may be less suited to their interests or talents. This can lead to long-term job dissatisfaction and hinder optimal career development. As Spector (2005) points out, job dissatisfaction can be a signal of larger problems within the organization.¹²

Stress levels can also increase due to the pressure of fulfilling a *Dui Pappenre*. Prolonged stress can lead to a variety of mental and physical health problems, which ultimately hurt work performance. Research conducted by Lockton Retirement Services found that individuals who experience high levels of stress are four times more likely to suffer from symptoms of burnout, headaches, depression, or other illnesses.

To address this issue, it is necessary to develop strategies that accommodate the cultural needs of *Dui Pappenre*. One approach that can be implemented is a financial assistance program. According to a survey conducted by the International Foundation of Employee Benefit Plans, 80% of organizations offer financial education programs, with topics ranging from budgeting and debt management to retirement planning.¹³

Special leave policies can also be a solution to help the younger generation of Bugis prepare and carry out their customary obligations without sacrificing their jobs.

⁸Ali, R., Muslimin, U., & Dinsar, A. (2020). The Influence of Customer Value and Brand Image on Customer Satisfaction. *Amsir Management Journal*, 1(1), 27-37.

⁹Nasution, A. F. (2023). Metode penelitian kualitatif.

¹⁰Ross, M. B. (2007). Financial Stress and Job Satisfaction.

¹¹Fairbrother, K., & Warn, J. (2003). Workplace dimensions, stress and job satisfaction. *Journal of managerial psychology*, 18(1), 8-21.

¹²Permata, R. K., & Soeling, P. D. (2022). Overcoming Counterproductive Work Behavior with Organizational Justice and a Job Satisfaction Approach. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, 5(2), 8294-8306.

¹³Isminc . (2008). More Employers Consider Financial Literacy Programs. <https://isminc.com/advisory/publications/the-source/more-employers-consider-financial-literacy-programs>. Accessed September 15th

Organizations can consider providing additional paid leave or flexibility in working hours during the wedding preparation period. This is in line with the concept of work-life balance which is increasingly emphasized in modern HR management.

Customized compensation schemes can also be an effective strategy. Organizations may consider offering bonuses or special benefits that can help meet *Dui Pappenre's obligations*. However, it is important to ensure that these schemes are fair and non-discriminatory. As expressed by Riani (2011), having a strong organizational culture will make it easier for individuals to adjust to the organizational environment.¹⁴

In addition, financial education and counselling programs can help the Bugis youth better manage their finances. Organizations can provide workshops or seminars on financial planning, debt management, and effective savings strategies. According to a study conducted by PwC, 59% of individuals experience financial stress, which leads to decreased productivity and higher turnover rates.¹⁵

It is also important for organizations to create an inclusive culture and value cultural diversity. This can help the younger generation of Bugis feel more valued and supported in facing their cultural challenges. As found in a study by Papaioannou et al. (2024), good HR practices can significantly affect the innovation and financial performance of an organization.¹⁶

Conflict Management and Well-Being: *Dui Pappenre's Challenge in HR Policy*

The practice of *Dui Pappenre* in Bugis society has significant implications for human resource management (HRM) policies, particularly in terms of conflict management and welfare programs. The high financial demands of fulfilling these customary obligations can create stress that affects individual performance and well-being in the workplace. According to a study by Kim & Garman (2004), individuals with higher levels of financial stress tend to be less satisfied with their income and experience decreased productivity.¹⁷

Financial stress due to *Dui Pappenre* can have a negative impact on work motivation. Individuals may feel burdened and less focused on work due to concerns about how to fulfil these customary obligations. This is in line with the findings of Fairbrother and Warn (2003) who stated that financial stress can reduce the level of involvement in work. As a result, productivity and work quality can decrease, which in turn can cause conflict in the workplace.¹⁸

To address this issue, organizations need to develop effective conflict management strategies. According to Rahim (2002), effective conflict management involves an integrative approach that takes into account the interests of all parties involved. In the context of *Dui Pappenre*, this may mean creating an open dialogue between individuals and management to understand the financial challenges faced and find mutually beneficial solutions.¹⁹

¹⁴Yatno R Perbowo, Y. R. P. (2020). Pengaruh Budaya Organisasi Dan Komitmen Organisasi Terhadap Motivasi Kerja Serta Dampaknya Terhadap Kinerja Karyawan PT Andalas Wahana Berjaya oleh: Yatno R Perbowo Nim: B16022011 Tesis Diajukan untuk memenuhi salah satu syarat guna memperoleh gelar Strata Dua (S2) Magister Manajemen (MM) Program Studi (Doctoral dissertation, Universitas Batanghari).

¹⁵Vorecol. (2024). Evaluating the Impact of Financial Wellness Programs on Employee Productivity and Retention. <https://vorecol.com/blogs/blog-evaluating-the-impact-of-financial-wellness-programs-on-employee-productivity-and-retention-169502>. Accessed September 25, 2024

¹⁶Papaioannou, A., Dimitropoulos, P., Koronios, K. and Marinakos, K. (2024), "Perceived financial performance in sport services firms: the role of HRM practices and innovation", Evidence-based HRM, Vol. 12 No. 1, pp. 1-22. <https://doi.org/10.1108/EBHRM-10-2022-0250>

¹⁷Fincap.org. (2024). Financial stress, pay satisfaction and workplace performance. <https://www.fincap.org.uk/en/insights/financial-stress-pay-satisfaction-and-workplace-performance>. Accessed September 27, 2024

¹⁸Kim, J., & Garman, E. T. (2004). Financial stress, pay satisfaction and workplace performance. Compensation & Benefits Review, 36(1), 69-76.

¹⁹Bashori, B. (2016). Manajemen konflik di tengah dinamika Pondok Pesantren dan Madrasah. Muslim Heritage, 1(2).

One approach that can be implemented is a financial assistance program. According to a survey conducted by the International Foundation of Employee Benefit Plans, 80% of organizations offer financial education programs, with topics ranging from budgeting and debt management to retirement planning. In the context of *Dui Pappenre*, such programs can be tailored to help individuals manage their customary obligations without sacrificing long-term financial stability.

Special leave policies can also be a solution to help individuals prepare and carry out their customary obligations without sacrificing work. Organizations can consider providing additional paid leave or flexibility in working time arrangements during the wedding preparation period. This is in line with the concept of work-life balance which is increasingly emphasized in modern HR management, as expressed by Guest (2002) in his research on work-life balance.

Customized compensation schemes can also be an effective strategy. Organizations may consider offering special bonuses or benefits that can help individuals meet their *Dui Pappenre obligations*. However, it is important to ensure that these schemes are fair and do not discriminate against other individuals. As expressed by Riani (2011), having a strong organizational culture will make it easier for individuals to adjust to the organizational environment.²⁰

Innovative well-being programs can also be developed to help individuals manage financial expectations related to marriage and family life. This could include financial literacy programs tailored to the Bugis cultural context, marriage counselling that takes into account customary aspects, and psychosocial support systems in the workplace. According to a study conducted by PwC, 59% of individuals experience financial stress, which leads to decreased productivity and higher turnover rates.

It is also important for organizations to create an inclusive culture that values cultural diversity. This can help individuals feel more valued and supported in facing their cultural challenges. As found in a study by Papaioannou et al. (2024), good HR practices can significantly impact an organization's innovation and financial performance.²¹

Finally, regular evaluation and adjustment of HR policies related to *Dui Pappenre* is essential. Organizations need to monitor the effectiveness of implemented programs and make adjustments based on individual feedback and changing socio-cultural dynamics. A flexible and responsive approach to individual needs will help create a more harmonious and productive work environment, as suggested by Boxall and Purcell (2011) in their strategic HR management theory.²²

By implementing these strategies, organizations can help individuals manage the financial challenges associated with *Dui Pappenre* while maintaining their productivity and well-being at work. A holistic approach that takes into account cultural, financial, and psychosocial aspects will help create more effective and inclusive HR policies.

4. Conclusion

The *Dui Pappenre* tradition has a significant impact on the productivity and career development of young Bugis people in the workplace. The financial pressures of this customary obligation can reduce motivation, productivity, and work quality, as well as affect career decisions and stress levels. To overcome this, a comprehensive HR management approach is needed, including financial assistance programs, flexible policies, and an inclusive organizational culture. These strategies can help balance cultural demands with professional

²⁰Riani, Asri Laksmi. 2011. Budaya Organisasi. Penerbit Graha Ilmu. Jakarta.

²¹Khaeruman, K., Mukhlis, A., Bahits, A., & Tabroni, T. (2024). Strategi Perencanaan Sumber Daya Manusia Untuk Meningkatkan Kinerja Organisasi. Jurnal Riset Bisnis dan Manajemen Tirtayasa, 7(1), 41-50.

²²Taryono, T., Efendi, S., & Hasanudin, H. (2024). Strategi inovasi dalam manajemen sumber daya manusia untuk meningkatkan kinerja organisasi. Co-Creation: Jurnal Ilmiah Ekonomi Manajemen Akuntansi dan Bisnis, 3(1), 48-55..

needs, support optimal productivity and career development, and improve overall organizational performance.

The *Dui Pappenre* practice creates unique challenges for HR management in terms of conflict and well-being. Addressing this requires a holistic approach that includes financial assistance programs, flexible policies, and an inclusive organizational culture. By integrating an understanding of these cultural practices into HR policies, organizations can help individuals manage financial challenges while maintaining productivity and well-being, and creating a more harmonious and effective work environment.

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Conflict of Interest Statement:

The author declares that the research was conducted in the absence of any commercial or financial relationships that could be construed as a potential conflict of interest.

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