

## THE INFLUENCE OF CULTURAL DIVERSITY ON HUMAN PERSPECTIVE

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**Abstract:** Human is an individual being and at other times, human will function as a social being. As individual beings, humans have different traits, attitudes and motivations. The existence of individual differences is basically caused by differences in the environmental situations faced by each. This includes culture which is considered to be a major factor in fostering attitudes and behavior. Culture comes from the Latin *Colere* which means to cultivate or work in the sense of cultivating land or farming. Thus, culture can be interpreted as things that are concerned with the mind or intellect. The influence of a very diverse culture has an impact on human perspectives. Perspective is a way of thinking about something and understanding it. Therefore, the purpose of this article review is to find out the relationship and influence between diverse cultures and the human perspective itself. The method used in this article study is a qualitative method, where we describe how culture can affect human perspectives on many things. The data collection technique is done by observation through articles available on trusted journal pages. Based on the results of data analysis, it is found that the influence of cultural diversity on human perspectives is evolving.

**Keywords:** culture, human, influence, perspective

### RESEARCH BACKGROUND

Indonesia is a country that has a lot of diversity from culture, ethnicity, religion, to sects of belief. All of this diversity grows in the lives of Indonesian people which ultimately forms Indonesian society as a plural society. Indonesian society is plural and there are many cultural perspectives and Indonesia consists of various cultures, due to the existence of special activities and institutions. These differences and perspectives serve to maintain the basis of the community's self-identity and social integration.

People living in Indonesia have a variety of races spread throughout the country. There are not a few stigmas and stereotypes attached to each existing race such as the example of the Javanese race which is labeled hardworking, gentle, polite and manners, and the Chinese race which

many think that their race is stingy, the calculation of this perspective perspective makes Indonesia have a wide cultural diversity.

The pluralism of society in social order, religion and ethnicity has existed since the ancestors. cultural diversity that can coexist is a wealth in National culture. Indonesia's cultural diversity arguably has an advantage over other countries, Indonesia has a complete and varied cultural portrait. No less important, socio-culturally and politically, Indonesian society has a historical tangle of inter-cultural interaction dynamics that have been assembled since long ago. Cultural diversity is a necessity that exists in Indonesia.

Cultural diversity in Indonesia is something that cannot be denied. The context of understanding a pluralistic society, in addition to the culture of ethnic groups, Indonesian society also consists of various regional cultures that are territorial in nature and are a meeting of various cultures of ethnic groups in the area. The population is more than 200 million people where they live scattered on the islands of Indonesia. They also inhabit areas with varied geographical conditions, ranging from mountains, forest edges, coastal areas, lowlands, rural areas, to urban areas. This is also related to the different levels of civilization of the ethnic groups and communities in Indonesia.

Encounters with outside cultures also influence the process of cultural assimilation in Indonesia, thus adding to the variety and perspective of cultures in Indonesia. The development and expansion of major religions in Indonesia also supported the development of Indonesian culture, thus reflecting the culture of a particular religion.

culture of a particular religion. It can be said that Indonesia is one of the countries with a high level of cultural diversity or heterogeneity. Not only the cultural diversity of ethnic groups, but also cultural diversity in the context of civilization, traditional to modern and regional. From this explanation, we will discuss the influence of cultural diversity on human perspectives.

## **REVIEW OF RELATED LITERATURE**

### **Cultural Diversity**

According to Koentjaningrat (1990: 181) culture is the power of the mind in the form of creation, purpose and taste, the mind here means things related to human reason. At the same time, culture is the result of copyright, purpose, and taste, which means processing or working in a way that can affect the level of knowledge, the thought system of the human mind. Another form of culture is objects created by humans as cultural beings in the form of behavior and objects that are real (*Widiastuti, 2013: 9*). Culture is something that cannot be separated from human life, because this culture covers all aspects of life that exist in every human being in the form of the ability to think, act and behave (*Widiastuti, 2013: 9*). According to Koentjaningrat, culture consists of seven elements, namely language, technological system, economic system, social organization, knowledge system, religion and art. Viewed from the form and content of culture, it is essentially an order that regulates people's lives, formed by norms and values fostered by the community environment (*Syukri Syamaun, 2019: 7*).

In Analisis Kearifan Lokal Ditinjau dari Keberagaman Budaya (2016: 14), according to KBI (2018), cultural diversity is interpreted as a process, method or manufacture that produces a variety of diversity from a developing culture. In other words, in life there are certainly different ways of life with different ethnic, religious and racial backgrounds. This difference in society is caused by cultural values that have a socio-cultural background. The unique diversity from one culture to another can have an impact on the different perspectives of each individual.

Geert Hofstede (2010) describes six cultural dimensions, namely: individualistic vs collectivistic, individualistic vs collectivistic, uncertainty avoidance, power distance, time perspective, and indulgence vs restraint (*Hofstede, 2010*). In one of the dimensions, the third dimension is feminine. Feminine is not expected to be taken literally because feminine is meant to recognize national culture primarily through the values contained in the culture. In turn, these values aim to be classified as either feminine or masculine. Therefore, this second dimension is not there to be seen as a gender label but to help identify the culture that is present as part of human life (*Marta, F.R. & Rieuwpassa, S.J., 2018: 40*).

From the description above, it can be concluded that cultural diversity is a way of thinking of humans that is made to produce different cultural diversity in the form of behavior, perspective or objects. Therefore, this cultural diversity is one of the aspects that influence individual thinking, because this culture is something created by humans in their minds to create patterns of behavior in the environment that affect the way a person views things.

### **Human Perspective**

According to Peoples and Biley (2006: 32) Perspective is the way a person interprets reality and events, including their own self-image and how they relate to the world around them. A person's perspective on environmental reality affects his behavior, therefore behavior is determined by a person's perspective. Meanwhile, according to Ishii, Cooke, and Klopff (1999: 301-317) developed a broader definition of worldview as a cultural orientation towards god, others, nature, questions about the existence of things, nature and the cosmos, life, moral and ethical reasons, suffering, death, and other philosophical issues that affect how its members view the world. This perspective is built by the values, values, principles of life that a person believes in. (*Petrus Lakonawa, 2013: 791-792*).

From the description above, it can be concluded that perspective is the core of behavior, the core of character, and creates the basis for believing in the reality he faces and lives. And the character of human perception is a significant factor in determining human behavior.

### **RESEARCH METHOD**

Type of Research The method we use for this research is a qualitative method. Qualitative methods are data collected from literature reviews and journal sources in the form of words, pictures, not numbers. According to Bogdan and Taylor, as quoted by Lexy J. Moleong, qualitative research is a research procedure that produces descriptive data in the form of written or spoken words from people and observed behavior. This research basically uses a theoretical framework and also the ideas of experts.

## RESULT AND DISCUSSION

In the midst of this life, there are many cultures that are different from one another. Cultural diversity provides an understanding of the differences in ethnicity, race, religion, customs and habits of people and groups which have the aim of being able to recognize existing differences (*Prasatya, 2012*). This cultural diversity itself arises because there is openness to outside cultures. The rise of globalization makes foreign cultures inevitably enter other countries and not a little affect the existing local culture. Humans as social creatures who have a changing nature will make changes to their culture and make culture dynamic and always changing. Today we live in the world, of course, side by side with cultural diversity. Diversity here is not limited to diversity in terms of race, ethnicity, ideology, gender and cultural background, but

includes a more basic and broader diversity.

In America, children who turn 18 are considered adults and are released from their parents' homes. They can live on their own and try to live a more independent life without depending on their parents. However, we as Indonesians with our culture that mostly only releases their children after marriage, will think "Did the parents just let go of their responsibilities?", "How can they live without parents?", "Do the parents not love their children?". Many questions arise. Is what the parents did wrong?

It is not. Not if we look at how the culture of parents there raises their children. American parents have reasons that they think are best for their children. Parents in America do things to teach their children to live independently. Children in America also prefer to live alone when they enter college. They do not want their parents to interfere in their affairs. To fulfill their daily needs, they choose to look for part-time jobs. (*mediapakuan.com*)

Furthermore, the difference between the work ethic of Japanese workers and the work ethic of Indonesian workers. Japanese people are known for their discipline and high work ethic, compared to Indonesian workers who are often late for work. There is a gap between the two, but does that mean that Indonesian workers are worse than Japanese workers? No, it doesn't. Look at the background of the work culture that influences the behavior of each worker. In Japan, disciplined workers are motivated by a supportive environment, especially in terms of transportation. Japanese people work using fast trains or bicycles because cars are expensive. This makes their culture as a disciplined and punctual person continue to be lived and passed on to the next generations. At the same time, in Indonesia, there are often traffic jams and overcrowding in big cities, making many Indonesians often late for work. Because of this, many Indonesians take punctuality for granted due to traffic jams.

From those two examples, it cannot be denied that perceptions that lead to behavior are strongly influenced by habits that have become culture. According to Suraya (2014), culture is a holistic way of life and culture is complex, abstract and broad. At the same time, diversity is defined as differences and differences. There are many different cultures, so they have different perceptions. Perception involves the process of attribution, which is an attempt to understand the reasons for cultural behavior. So when a person sees the cultural diversity of a country, the person makes it a

cultural experience, which is the accumulation of the results of interaction with the environment, evokes perception, so that this perception determines the next action of the person.

According to Matsumoto and Juang in Nila Fachrilia, there are several things that affect individual perception, namely the level of education, ethnicity, and motivation in seeing certain types of objects (*Psikologi & I*, 2020). Tribe is one of the things that can affect perception. In tribes, there are certainly cultures and values that are believed. This certainly makes the people in the tribe will have a way of thinking that tends to be the same because it is based on the similarity of the culture and values they believe in.

When someone has seen the many cultures that exist, it will trigger a comparison between the culture they see around them and the culture outside them. This then raises questions which then become perceptions or perspectives, thus changing their perspective between before seeing cultural diversity and after seeing the many cultures that exist. It is not only the perspective that changes, but also the pattern of behavior. Because the perspective of cultural diversity affects a person's way of thinking and creates regular patterns of behavior, reinforced

by the theory (*Poloma, 1984: 171*) that individuals act according to their perceptions and experiences.

Another example of culture affecting many aspects of life, such as the influence of culture on leadership and performance. Culture can significantly influence the leadership style taken by a leader. Different understandings of culture can determine how leaders lead their members in a given situation. For example, a leader from another country works in an Indonesian company. A leader who knows about the cultural differences that exist will improve the performance of his members because the leader knows how the leader should act. Actually, it is not only the leader who must understand the cultural differences, but the members must also understand it. With members understanding the culture of the leader's home country, members will be able to know the intentions of the decisions made by their leaders and work better (*Vera Maulina, et al, 2016: 125-126*).

We can see the urgency of knowing the different cultures that exist. The more we know about cultures, the broader our thinking will be. As a leader who knows the culture of his members, he will think about how to properly lead members who are culturally different from himself. Thus, the members will show increased performance. Members who also understand the culture of the leader will be more able to accept the decisions of the leader's thinking.

When learning a new culture, it is the same as adding new knowledge and experience. By combining the knowledge and experience of the new culture with the culture we know, it will produce a newer culture in accordance with the times. (*I Made Dharma Atmaja, 2020: 115*)

In Indonesia itself, there are many tribes that have different cultures. In fact, this diversity inspired the motto *Bhineka Tunggal Ika*, which means that although different, they are still one. Although there are various tribes, cultures, religions, and groups, Indonesia remains united as one. The motto emphasizes that the diversity that exists in our country is a unique wealth and beauty, which is rarely owned by other countries. However, this cultural diversity still has positive and negative impacts. The negative impact is caused by people who tend to close their minds to other cultures out there. Making him feel that his culture is the most correct, but in fact culture is present because

of the reasons that are considered correct by a group of people. Therefore, we need to know the diversity of cultures that exist, so that it can be a positive value for ourselves and always be tolerant of each other.

In fact, the main key to avoid conflict when there are cultural differences is tolerance and social empathy for cultural diversity. Simply put, tolerance can be honed by understanding differences in perception. Differences in cultural perceptions of things, if not addressed wisely, can result in disputes. Then empathy can be considered as a continuation of tolerance. Where empathy can mean the ability to feel what others feel. Other people's cultures become the basis for behavior in every interaction. Empathy has the potential to turn differences into mutual understanding and deep understanding. An attitude of tolerance and empathy can be realized by understanding that cultural diversity requires strengthening local culture in the midst of other cultures that both survive.

## CONCLUSION

From the description above, it can be concluded that cultural diversity has an influence on a person's perspective. When a person has seen many cultures that exist, it triggers a comparison between the culture they see around them and the culture outside them. This then raises questions that then become perceptions or perspectives, changing perspectives between seeing cultural diversity and seeing the many cultures that exist. Not only perspectives, but also patterns of behavior. Because the perspective of cultural diversity shapes the way of thinking and creates patterns of behavior that should be.

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