

ABSTRACT

This study aim to explore informant's experience about Queen Bee phenomenon that happened in X private company, Semarang. This research is motivated because leaders should be able to be fair to all employees in the company, but apparently not all leaders apply this, including the leader who was labeled Queen Bee. In addition, this study was conducted because, research on the phenomenon of Queen Bee in Indonesia is still rare. Research on the phenomenon of Queen Bee had not previously used a case study approach.

This study used a qualitataive methods with approach case study. Data collected with in-depth interviews with seven informants. Validation of this research used triangulation of data sources.

The results showed that Queen Bee's leader intimidate and tend not to support women's subordinate careers. In addition, Queen Bee's leader conducted a self group distancing to all her female colleagues at work. Queen Bee leaders tend to favor men. This Queen Bee phenomenon has more negative effects than positive impact. The negative effect from this phenomenon made bullying victims stress, work atmosphere become less conducive, not comfortable, and distrust the operations of the company. The positive impact is the work becomes quickly completed.

Keywords : case study, Queen Bee, leadership.