THE MEANINGS OF RACISM ISSUES FACED BY THE THREE MAIN CHARACTERS OF KATHRYN STOCKETT’S THE HELP

A SARJANA PENDIDIKAN THESIS

Presented as Partial Fulfillment of the Requirements to Obtain the Sarjana Pendidikan Degree in English Language Education

By:
Regina Novelisa Gusmanthi
Student Number: 121214083

ENGLISH LANGUAGE EDUCATION STUDY PROGRAM
DEPARTMENT OF LANGUAGE AND ARTS EDUCATION
FACULTY OF TEACHERS TRAINING AND EDUCATION
SANATA DHARMA UNIVERSITY
YOGYAKARTA
2017
A Sarjana Pendidikan Thesis on

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By
REGINA NOVELISA GUSMANTHI
Student Number: 121214083

Approved by

Advisor
Drs. Antonius Herujiyanto, M.A., Ph.D.

16 February 2017
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Defended before the Board of Examiners
on 7 March 2017
and Declared Acceptable

Board of Examiners
Chairperson : Yohana Veniranda, S.Pd., M.A., M.Hum., Ph.D.
Secretary : Christina Lhaksmita Anandari, S.Pd., Ed.M.
Member : Drs. Antonius Herujiyanto, M.A., Ph.D.
Member : Christina Lhaksmita Anandari, S.Pd., Ed.M.
Member : Yohana Veniranda, S.Pd., M.A., M.Hum., Ph.D.

Yogyakarta, 7 March 2017
Faculty of Teachers Training and Education
Sriwijaya Dharma University
Dean

Rohandi, Ph.D.

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DEDICATION PAGE

This undergraduate thesis is dedicated
for all people who are fighting against racism.

“We’ve all got both light and dark inside us.
What matters is the part we choose to act on. That’s who we really are.”
- Sirius Black -

“Dark times lie ahead of us and there will be a time when we must choose
between what is easy and what is right.”
- Albus Dumbledore -
STATEMENT OF WORK’S ORIGINALITY

I honestly declare that this thesis, which I have written, does not contain the works or parts of the work of other people, except those cited in the quotations and the references, as a scientific paper should.

Yogyakarta, 7 March 2017

The writer

Regina Novelisa Gusmanthi
121214083
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Nomor Mahasiswa : 121214083

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ABSTRACT

Gusmanthi, Regina Novelisa. (2017). The Meanings of Racism Issues Faced by The Three Main Characters of Kathryn Stockett’s The Help. English Language Education Study Program, Department of Language and Arts Education, Faculty of Teachers Training and Education, Yogyakarta: Sanata Dharma University.

This study analyzes a novel entitled The Help written by Kathryn Stockett. This novel was published in New York in 2009. The Help tells about the struggle of a white girl named Eugenia ‘Skeeter’ Phelan, and two black maids named Aibileen Clark and Minny Jackson in fighting against racism issues happened in their society. In The Help, Skeeter wrote a book on such an issue which is entitled Help by interviewing a dozen of colored maids working in Jackson, Mississippi.

The objective of the study is to find the meanings of racism that becomes the crucial issues happened in Jackson City, Mississippi, early 1960s.

This study has two formulated problems, namely: 1). "How are Aibileen Clark, Minny Jackson and Eugenia 'Skeeter' Phelan described in the novel?" and 2). "What are the meanings of racism issues faced by Aibileen Clark, Minny Jackson, and Eugenia 'Skeeter' Phelan?"

This study is a library research. There are two sources used in this study. The main source is Kathryn Stockett’s The Help. Meanwhile, the secondary sources are taken from books and other electronic sources which are related to the theories used in this study. The approach used is psychological approach.

There are two findings in this study. The first is the description of the three main characters, namely: Aibileen is an introvert, mature, and generous person; Minny is an extrovert, bold, and caring person; and Skeeter is an introvert, passionate, and open-minded person. The second findings are the surface meaning and the deeper meaning. The surface meaning of racism provides the issues of the three main characters which are related to racism issues, namely: Aibileen’s experience while losing her only son and her relationship with Mae Mobley Lee; Minny’s terrible awful chocolate pie for Hilly and her relationship with Celia Rae Foote; and Skeeter’s relationship with Constantine and her attitude towards Hilly’s bathroom initiative; and its deeper meaning is that racism is just a paradigm created by people in the society. Racism would not have taken place in Jackson, Mississippi if people met their self-actualization needs.

It is suggested for the future researchers to discuss this novel from different perspectives. They can discuss parents’ role in the formation of a racist mindset in children. It is also recommended that English teachers use Kathryn Stockett’s The Help as a means to teach prose.

Keywords: racism, crucial problems, The Help, Jackson, paradigm
ABSTRAK


Tujuan dari penelitian ini adalah untuk mengetahui makna rasisme yang menjadi masalah penting di kota Jackson, Mississippi, awal era 1960.

Penelitian ini memiliki dua rumusan masalah, yaitu: 1) “Bagaimana Aibileen Clark, Minny Jackson dan Eugenia ‘Skeeter’ Phelan dideskripsikan di dalam novel?” dan “Apa makna dari rasisme yang dialami oleh Aibileen Clark, Minny Jakson, dan Eugenia ‘Skeeter’ Phelan?”

Penelitian ini merupakan sebuah studi pustaka. Peneliti menggunakan dua jenis sumber acuan. Sumber utama adalah novel The Help karya Kathryn Stockett. Sumber pendukung diambil dari berbagai buku dan sumber lain yang berasal dari internet yang berkaitan dengan teori-teori yang digunakan dalam penelitian ini.

Pendekatan yang digunakan adalah pendekatan psikologis.

Terdapat dua penemuan di dalam penelitian ini. Penemuan pertama adalah deskripsi dan penggambaran sifat ketiga tokoh utama, yaitu: Aibileen merupakan seorang introvert yang dewasa dan baik hati; Minny merupakan seorang ekstrovert yang berani dan perhatian; dan Skeeter merupakan seorang introvert yang berkeinginan kuat, dan berpikiran terbuka. Penemuan kedua terdiri dari surface meaning (makna luaran) dan deeper meaning (makna sesungguhnya). Di dalam surface meaning, disajikan permasalahan ketiga tokoh utama sehubungan dengan isu rasisme, yaitu: Aibileen yang kehilangan anak semata wayangnya dan hubungan pertemannya dengan Mae Mobley Leefolt; Minny yang membuat pie cokelat mengering untuk Hilly dan hubungan pertemanannya dengan Celia Rae Foote; dan Skeeter yang memiliki hubungan pertemanan dengan Constantine dan sikapnya terhadap prakarsa kamar mandi milik Hilly. Dalam deeper meaning ditemukan bahwa rasisme hanya sebuah permasalahan pola pikir dan tidak akan terjadi di Jackson, Mississippi jika manusia dapat beraktualisasi diri.

Para peneliti lain dapat membahas novel ini dari sudut pandang yang berbeda. Sebagai contoh, peran orang tua dalam pembentukan pola pikir rasis pada anak. Direkomendasikan juga agar para guru bahasa Inggris menjadikan novel The Help sebagai sarana untuk mengajar mata kuliah prose.

Kata kunci: racism, crucial problems, The Help, Jackson, paradigm
ACKNOWLEDGEMENTS

First of all, I would like to express my deep gratitude to Jesus Christ for His blessings. There were many obstacles during the process of writing this undergraduate thesis, but just like His promise in 1 Peter 5:7 “Cast all your anxiety on Him because He cares for you,” He never lets me down. He cares for me and helps me through all these battles.

Second, I want to deliver my appreciation to all lecturers and staffs of English Language Education Study Program of Sanata Dharma University Yogyakarta for their patience, support and assistance to help me finish my study. I am very grateful especially to my thesis advisor, Drs. Antonius Herujiyanto, M.A., Ph.D for his time, patience and willingness to guide and help me finish my thesis. I also appreciate Dr. Patrisius Mutiara Andalas, SJ, SS, STD for his time and willingness to listen to my problematic stories and answers my curiosities about American people.

Third, I want to express my greatest honour to my parents, Agus Setiawan and Ari Rahmanti, and my younger sister, Yuneska Iva Adyagari, for their unconditional love and support in many aspects. They are the first reason for me to not giving up. My gratitude also goes to my aunt, Bunda Santi Indra Astuti, S.Sos., M.Si, for the love and care during my stay at her house in Bandung, and also for Bunda Santi’s advices and motivation for me to finish this thesis.

Fourth, I want to give my gratitude for my best friend, best partner, best ‘koko’, and worst distraction, Dea Evan Cleo Patria, S.T., for his forbearance in
dealing with all of my complaints and demands even though we are 2,438 kilometers apart. I am very grateful for having him stands beside me, listening to my stories, supporting my crazy ideas, giving me strengths through his warm words and believing in everything I do.

Fifth, I want to address my great thanks to my bittersweet friend, Maria Gishella Ajeng Puspitasari, for her time and companion through my ups and downs. I am so blessed for having a friend like her in my college years. She makes me realize that no dream is too high to be achieved. She also makes me understand that words without actions are useless.

Sixth, I would like to thank my super friends, Kiki, Adit, Sita, Mbak Nitnot and Thomas; my not-related-by-blood siblings, Haris and Nungki; my personal psychologist, Nata; my second family in Paduan Suara Mahasiswa Cantus Firmus; and my refuge, SIANIDA squad. They are amazing people. I want to thank them for their companion, and for all laughs and tears we have shared together.

Last but not least, I want to thank all people who have supported and encouraged me through the process until I can finish my thesis. Thank you for reminding me to always be the best of me. I apologize for not being able to mention the names one by one. May God grant them sincere love and blessings.
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CHAPTER I
INTRODUCTION

This chapter consists of five main parts. Background of the study contains how literature exists in this study, the information of the novel, and the reason why the researcher chooses this novel as the main subject of the study. Objective of the study presents the aim of the study. Problem formulation states the problems which are analyzed in the study. The benefits of the study identifies the contribution of the study for the readers, development of knowledge, and future researchers. Definition of terms presents the concepts and terms used in this study to avoid misunderstandings.

A. Background of the Study

This world is very wide and it consists of people from many different nations, races, cultures, and religions. Those differences, unfortunately, trigger the discrimination among people. Some people who have power in this world try to dominate and to control the minorities who do not meet all the standards and values they have. The examples can be seen from the Holocaust practiced by Nazi Germany in 1941-1945 and the Ku Klux Klan movements in South America happened during the reconstruction era in 1863-1877.

At those periods, the superior people who belonged to the majority were thinking that they were the greatest people of their society. They defined people
who did not have the same values as they had as disturbers and had to be eliminated. Therefore, they were trying to cleanse their society from the minorites and became the ruler of the world. Another example can also be seen from the incident happened in Indonesia, 1998 Riots, when ethnicity cleansing was practiced towards Chinese ethnicity.

Many incidents related to unfair treatments happen in this world and evoke some people’s concern. Then, they recorded those unfair treatments through music, films, statues, and also literary works which can be in the form of prose fiction, poetry, and drama. According to Wellek and Warren (1956: 21-26), literature refers to the work that has aesthetic value, intellectual distinction and contains thought. It has highly connotative language and conveys the tone and attitude of the writer. It gives pleasures and meaning for the readers and influences the attitude of the readers, persuading them and ultimately changing them.

According to Roberts and Jacobs (1987: 3), the truth of literature is true to life and human nature, not necessarily to the world of historical and scientific facts. It describes the reality of the world, and also the reality of human’s life. Among several genres of literary works that capture the incidents of discrimination issue in this world, the researcher is mostly interested in a novel which is a form of prose fiction. A novel is a form of reading, which reflects human life and it presents so many messages of every aspects of human life.

As stated by Clara Reeve (as cited in Wellek and Warren, 1956: 216), “the novel is a picture of real life and manners, and of the time in which it is written”.

PLAGIAT MERUPAKAN TINDAKAN TIDAK TERPUJI
In many cases, a novel is developed from real events, experiences of the authors, letters, journals, memoirs, biography, chronicles or history. Most of the authors try to insert messages and moral values into their works, so that they will be worth reading novels. Richard Gill (1995) says that a novel is a specially written work which always tries to encourage readers to look at things from the author’s point of view (p. 106).

*The Help*, a novel written by Kathryn Stockett which was published in 2009 was chosen for this study. The novel tells about the life of African American women who work as maids for the white families in Mississippi during the Civil Rights Movement in early 1960s. It is written in multiple narrations of two African American maids named Aibileen Clark and Minny Jackson, and one white American woman named Eugenia ‘Skeeter’ Phelan. The three main characters are trying to write a book entitled *Help* which contains the real experiences of the African American women working as maids for white families, involving a dozen of maids in Jackson, Mississippi. With the condition in America at that time, writing a book like that is a very dangerous action. Since they realize that the action is against the law, they change all the names of the maids involved in the book and publish it anonymously.

There were three reasons behind the selection of *The Help* as the main source of this study. The first reason was because the researcher was concerned about racism issues happened in our society, moreover in Indonesia. It has been almost twenty years after the May 1998 Riots, but there are still a lot of racist statements uttered directly by people, by the essays or writings, and by the posters
or commercials. Wistfully, those racist statements are uttered by educated people in university and higher level. Those incidents evoked the researcher’s curiosity about racism, moreover after the researcher finished reading Kathryn Stockett’s *The Help*. The researcher wanted to know why people like to discriminate other people from different races and do negative things toward them.

The second reason was the background behind the novel. *The Help* was written based on the real life of women in Mississippi, South America where slavery and racial discrimination were being practiced for a very long time. The author, Kathryn Stockett, wrote this novel based on her own experience. This novel is also a reminder of her African American family maid named Demetrie who had raised her and taught her so many important lessons about life when she was a child. In *The Help* (2009:530), Stockett said that she had wished for many years that she had been old and thoughtful enough to ask Demetrie what it felt like to be black in Mississippi, working for her family at that time during the Civil Rights Movement. Unfortunately, she never had a chance to ask that question to Demetrie, so she ended up writing *The Help* which contained her imagination about the answers she would get if Demetrie was still alive.

The third reason was the researcher found several messages and positive values about bravery, discrimination, racial equality, trust, friendship, woman emancipation, revenge, and others in *The Help* that could be discussed and analyzed. Here, the researcher was interested in knowing the meanings of racism that become crucial problems happened in the life of Aibileen Clark, Minny Jackson, and Eugenia ‘Skeeter’ Phelan, the three main characters in the novel. To
reach the goal, two problems are formulated in this study. The researcher analyzed the three main characters’ personalities and important life events, which shape their paradigms about racism issues. Therefore, at the end of the analysis, the researcher would find that personalities play a very important role in shaping the attitudes of the three main characters in handling their life events and also their paradigms towards issues in their society. The meanings of the racism issues they faced would be found afterwards.

**B. Objective of the Study**

This part provides the goal of this study which is to reveal the meanings of racism that become crucial problems happened in Jackson, Mississippi in early 1960s, as seen through the important life events of Aibileen Clark, Minny Jackson, and Eugenia ‘Skeeter’ Phelan, the three main characters in Stockett’s *The Help*.

**C. Problems Formulation**

Based on the objective above, there are two problems which are going to be analyzed in this study, as follow:

1. How are Aibileen Clark, Minny Jackson and Eugenia ‘Skeeter’ Phelan described in the novel?

2. What are the meanings of racism issues faced by Aibileen Clark, Minny Jackson and Eugenia ‘Skeeter’ Phelan?
D. Significance of the Study

This study provides information about crucial problems faced by African American people in the early 1960s, and their struggle to find justice in that era in Mississippi. Therefore, this study is beneficial for the readers who are facing similar conditions to the three main characters of this novel. The readers who are in suppression can take example from the characters about their struggle and motivation to speak out the truth to the public. Moreover, this study also encourages the readers to be more respectful of differences in society. For future researchers who are interested in studying crucial issues happened in America during depression era, this study might be a useful reference to conduct their study. For education, the lecturers and English teachers can also use this study as a reference to develop teaching materials in literature subject based on the novel, especially to introduce the students about black English uttered by the colored maids in the novel. The lecturers and English teachers can also use this novel as a tool to help the students to learn how to respect people in this society which is full of differences and take good examples from the life experiences of Aibileen, Minny and Skeeter.
E. Definition of Terms

In this section, there are four terms related to this research. These terms are important keys that are defined to clarify the concepts and are used to avoid any misunderstandings.

1. Crucial Problems

According to The New Oxford American Dictionary, the word ‘crucial’ is an adjective defined as involving great importance. Therefore, crucial problems mean problems which are very important. The crucial problems discussed in this study are problems faced by Aibileen Clark, Minny Jackson, and Eugenia ‘Skeeter’ Phelan, the three main characters of Kathryn Stockett’s The Help. The problems are said to be crucial because they are not problems only for the three main characters, but also for many people in Jackson, Mississippi. Therefore, the problems must not be treated as negligible things. They need a lot of concerns, because they affect the future lives of all people in Jackson, Mississippi, whites and coloreds.

2. Racism

Racism comes from the root word “race” and suffix “-ism”. According to W. F. Bodmer, as cited in Richards, Martin (1972: 83), race is defined as social or cultural concept and not biologically. However, biological race boundaries often coincide with those that are culturally evident, though not always. An example of a sociological or cultural definition of race that is not strictly valid biologically is the children of black-white marriages in the USA, who are still regarded as black.
While the suffix “-ism” in the word “racism” has the meaning of denoting a basis for prejudice or discrimination.

Becker and Becker (1992) defines racism as a belief that divides human beings into races, that some of them are morally, intelectually or physically superior to others, and the superiority is due to inherited biological differences (p. 1056). Racism can also be described as the practice of unfair feeling and treatment towards an ethnic group who does not share the same culture, history, and language with the people who have the belief. The racism used in this study is the unfair treatment practiced by white people (American people) towards black people (African American people), Jackson, Mississippi, in 1962.

3. The Help

The help used in this study is the title of the novel. It also becomes the main theme of this novel which means a group of employees working for one employer. The employees told in this novel are the African American maids, and the employers are the Southern white people living in Jackson, Mississippi. Each African American maid works in one white family. Their duties are preparing the meals, cleaning the house including the bathrooms, and taking care of the babies. The help have to mind their dress and their attitude. If the employers think that the help are not competent for the duties and do something wrong, they can be fired at any time.

4. Jackson

Jackson is the capital city of Mississippi established in 1821 as the seat of state government. At that time, Jackson became the center of political, economic,
and social activity in Mississippi. The Jackson mentioned as the background in the novel and this study is Jackson in early 1960s, where discrimination among colored people existed.

There were many things happened in Jackson, early 1960s, mentioned in Kathryn Stockett’s *The Help* without any replenishment or reduction. In 1961 over three hundred Freedom Riders were arrested in Jackson and imprisoned for trying to integrate the city’s bus and train stations and the airport. In 1962 James Meredith became the first African American to enroll at the University of Mississippi, and two people were killed during protest riots. In 1963 Jackson saw business boycotts, a sit-in, protest marches, and mass arrests of demonstrators. In June, NAACP, derivation for National Association for the Advancement of Colored People, field secretary Medgar Evers was assassinated in the driveway of his home in Jackson.

5. **Paradigm**

Paradigms are like glasses. The lenses affect how people see the things outside the glasses (Covey, 1998). The result is that people believe what they get from the view. Therefore, a paradigm is a person’s perception of reality and how people see the world. It is the interpretation of the events based on previous teaching they have received. The word paradigm used in this study is the way Aibileen Clark, Minny Jackson, and Eugenia ‘Skeeter’ Phelan see racism as crucial issues in Jackson, Mississippi, early 1960s.
CHAPTER II

REVIEW OF RELATED LITERATURE

This chapter consists of theories and studies related to the study and used to analyze and solve the problems in this study. There are four main parts in this chapter. The review of related studies consists of some studies which had been analyzed before. The review of related theories consists of some theories related to the study and directly relevant with the study. The review of socio-historical background consists of some reviews of African American maids in the 1960s. The theoretical framework explains the contribution of the theories and reviews to solve the problem of this study and how to apply them.

A. Review of Related Studies

In the following studies on The Help, the researcher reviewed three selected studies. The first study was conducted by F. Sabrina Cahyamita (2008) from English Language Education Study Program. The study is entitled Racial Equality as Perceived by the Three Main Characters in Kathryn Stockett’s The Help. The study is aimed to emphasize Stockett’s universal messages of racial equality. She used library study as the method of study. She also applied psychological approach and the socio cultural-historical approach to complete her study. The analysis showed that in general, racial equality is perceived as a condition in which naturally, all human beings are supposed to be equal,
regardless of their races, and because of that they have the equal basic rights and should be treated equally.

The second study was conducted by Stella Maris Saraswati Mere (2009), also from English Language Education Study Program. The study is entitled *The Discrimination Against African American Women in The Early 1960s as Depicted in Kathryn Stockett’s The Help*. The study is aimed to reveal the depiction of discrimination against African American women living around 1960s. She used library research method in conducting the study to identify the sources that provide important information for the study. She also used review of socio-cultural and historical approach and the theory of racial discrimination to complete the study. The analysis revealed that the African American women are forced to endure double discriminations: discriminated of being African American people and of being women. However, there is no benefit that can be reaped from discrimination, because each type of discrimination exists in the world only leaves people in misery. The writer then convinced the readers to be able to love others in order to make this world a better place to live.

The last study was conducted by Christina Eka Laksmidea (2010). She was also from English Language Education Study Program. The study is entitled *An Analysis of Skeeter Phelan’s Intentions in Writing A Book as Seen in Kathryn Stockett’s The Help*. This study is aimed to find out the possible intentions of Miss Eugenia ‘Skeeter’ Phelan in writing *Help* as seen in Kathryn Stockett’s *The Help*. The writer conducted library research to answer the problem formulation and also used socio-historical approach to fulfill the objectives of the analysis. The analysis
of this study showed unfair treatment which is practiced by white people towards African American people in Miss Skeeter’s society that became her intention in writing the book. Therefore, Miss Skeeter could help the African Americans by facilitating them to tell the truth about their experiences as colored maids who were working for white families in order to make Jackson a better place to live.

This study, which is entitled *The Meanings of Racism Issues Faced by the Three Main Characters of Kathryn Stockett’s The Help*, is different from the studies that had been conducted before. This study is aimed to reveal the meanings of racism as seen through the life events of the three main characters. The writer decided to analyze the three main characters’ life events by using psychological approach to prove that racism issues are not merely a matter of history, but beyond that, racism issues are a matter of people’s paradigm.

B. Review of Related Theories

Theory is a sample of facts that help us understand realities. According to Kimball Young (1945), a theory consists of a set of concepts that makes us able to classify, describe, and interpret events or data in an objective, systematic, logical and consistent way. It implies a certain preconception and meaning of the data (p. 231). The function of theory is to become the key in order to understand language, social behaviour, literature, popular culture, societies and the structure of human psyche (Jonathan Culler in Butler, Guilorry and Thomas, 2000: 273). This section provides five theories used in order to help the researcher answers the research
questions which are psychological approach, theory of characterization, theory of personality, theory of motivation, and theory of needs.

1. Psychological Approach

According to Stangor (2011: 10), psychology comes from Greek words “psyche” which means life and “logos” means explanation. Psychology means scientific study of mind and behaviour. Psychology is a branch of science and a popular topic in the public media which also becomes a part of our everyday lives. As a science, psychology uses systematic methods to observe, describe, predict and explain behaviour. Behaviour is a part of every organism that control their action and it can be observed. Human’s behaviour also shows their personalities. In psychology, someone’s personality can be analyzed through their reaction toward experiences and events happened in their lives.

This study conducts psychological approach. It is employed because it has much to contribute to the understanding of literature and that it permits a conceptual clarity that cannot be derived from the literature alone (Paris, 1997). The use of theory of personality, theory of needs, and theory of motivation in this study is to look and analyze the personalities of the three main characters of the novel, Aibileen Clark, Minny Jackson, and Eugenia ‘Skeeter’ Phelan and how they face the problems and situations in their lives. In this part, Aibileen, Minny, and Skeeter are facing the same problem, fighting against the racism issue, but in different cases. Moreover, this approach is chosen to help the researcher understands the characters easier. The basis of this approach is the idea of the
existence of human consciousness, impulses, desires, and feeling which a person is unaware but which influence emotions or behavior.

2. **Theory of Characterization**

Character is a person presented in narration (Abrams, 1981). Meanwhile, characterization is the process of making a character. According to Gill (1995), characterization is the way in which a character is created (p. 127). Characters are created by the author of the story which portray people in real life. There are two ways of portraying the character (Abrams, 1985), by telling and showing. By telling, the author describes the characters directly through the sentences in order to be criticized and “often to evaluate the motives and dispositional qualities”. By showing, the author only “presents the characters talking and acting” and lets the readers to see the motives and dispositional beyond words and acts (p. 24).

Presenting a character cannot be separated from the setting of the story. The setting covers the place where the characters appear, the social context such as family background, friends, class, characters’ manners, tradition and rules, and also some particular scenes and atmosphere created along with previous elements (Gill, 1995, p. 148). Therefore, setting and social context are important elements to analyze characters. Stanton (1965) adds that the dialogue and the behavior are the most important evidences to understand the characters. According to Murphy (1972), there are nine ways used by the author to make the characters understandable for the readers, as follow:

a. **Personal Description**

The author directly describes a person’s appearance and clothes. The
author can also describes clearly about the details of what the characters’ look like such as the body-built, skin-color, hair, clothes with various adjectives to make the description more vivid (pp. 161 – 162). The purpose is to make the readers can imagine clearly about how the characters look like. It also helps the readers to create their own image of how the maids and white ladies of The Junior League look like.

b. Character as seen by another

The author can also describes the characters using other characters. The author conveys the characters through the choice of words and phrases which are reflected in another characters’ eyes, attitude, opinions and comments. The readers will get the reflected image of the characters’ personalities (p. 162). The author uses Aibileen Clark, Minny Jackson and Eugenia ‘Skeeter’ Phelan to describe one another’s physical appearances and personalities by their attitude, opinions and comments. The purpose is to help the readers catch the idea of the situation and condition happened in Mississippi, early 1960s.

c. Speech

The author gives the readers clue about the characters’ personalities through their speech and their conversations with other characters. The language and attitude used by the characters in their conversation with other characters will be clues of their personalities (p. 164). The purpose is for the readers to understand Aibileen Clark’s, Minny Jackson’s and Eugenia ‘Skeeter’ Phelan’s personalities by observing the language and attitude they make when having conversations with the other characters in the novel.
d. **Past life**

The author lets the readers learn about the characters’ past life events by giving direct comments through characters’ inner thoughts, or through other characters. Sometimes the characters also experienced extraordinary things in their past life. Those past life events might help the characters to shape their present personalities (p. 166). Therefore, by observing the past life events, the readers get the images of the personalities of Aibileen Clark, Minny Jackson, and Eugenia ‘Skeeter’ Phelan.

e. **Conversation of others**

The author gives clues about the characters’ personalities through the other characters’ conversations or the things other characters say about them in the conversations. Therefore, the readers will be helped to reveal the personalities of the characters from the observation of other characters’ conversations about them (p. 167).

f. **Reactions**

The author provides explanations about the characters’ personalities through their reactions toward various situations and events in the story. By analyzing the various reactions the characters show in facing problems and situations in the novel, the readers will get clues about their personalities (p.168). Normally, people will react differently one from another when they face the same situations and events in life. Therefore, by observing the reactions of the three main characters in facing the crucial issues, readers will get clues of their personalities.
g. **Direct Comments**

The author directly gives comments and descriptions on the characters’ personalities. Therefore the readers will get clear image about the personalities of the characters in the novel. The author can also give implicit comments about the characters. The readers then have to analyze those comments in order to know the characters’ personalities (pp. 170 – 171).

h. **Thoughts**

The author can also give the readers direct information of what the characters are thinking about. Sometimes, the thoughts might be different from the actions they do in the novel. Therefore, the readers can look at the characters’ thoughts and actions and then decide what personalities the characters possess (pp. 171 – 172).

i. **Mannerism**

The author gives clear explanation about the mannerisms, habits or idiosyncrasies the characters have in the novel, both in negative and positive things. From this way, the readers will get clues about the characters’ personalities (p. 173). Aibileen Clark, Minny Jackson and Eugenia ‘Skeeter Phelan have different mannerisms and habits showed in the novel. The readers can observe their mannerisms and habits to understand their personalities and finally decide whether they are considered as good or bad people.
3. Theory of Personality

This section consists of three main parts discussing about theory of personality. The first part is the definition of personality. It provides the definition of personalities by some theorists and the function of personality in a person’s life. The second part is about types of personality. It discusses the types of personality and the stages of personality development according to Carl. J. Jung. The third part is discussing about three personality factors that influence the characters to develop their personalities.

a. Definition of Personality

Most psychologists agree that personality comes from Latin word “persona” which referred to a theatrical mask worn by Roman actors in Greek dramas. While performing dramas, the actors put on masks on their faces to project their roles. While talking about personality as a term in psychological area, this is not the real definition of personality. Personality can be described as a pattern of relatively permanent traits and unique characteristics of a person’s behaviour (Feist and Feist, 2008, p.4). It is consistent and personal. It means that there are no two people share exactly the same personalities. Studying about the three main characters’ personalities will help us understand the reasons that makes Aibileen Clark, Minny Jackson and Eugenia ‘Skeeter’ Phelan they way they are.

b. Types of Personality

Personality is unique and personal. Each person possesses unique personalities that is not exactly possessed by others. Jung believed that each person is motivated not only by repressed experiences but also by emotionally
toned experiences inherited by the ancestors. Therefore, he developed a theory of personality containing his belief that people are both conscious and unconscious, introverted and extroverted, rational and irrational, and pushed by past events while being pulled by their future expectations (Feist and Feist, 2009: 98).

Jung (Feist and Feist, 2009: 115-119) recognized that there are various psychological types that combined from two basic attitudes which are extraversion and introversion and four separate functions which are intuition, sensation, thinking and feeling. Both extraversion and introversion attitudes can be combined with these four functions that will form eight possible orientations or types which is also known as Jung’s Function Type theory. These four functions can be learned and cultivated by people as they develop their personalities. Most people cultivate only one function, so they characteristically approach a situation relying on one dominant function. Some people cultivate two functions and a few very mature people cultivate three functions. People who can cultivate all four functions are people who theoretically achieve self-realization or individuation. However, that theory cannot explain the uniqueness of each individual since all people are able to cultivate those four functions.

In 1962, Isabel Myers invented the Myers-Briggs Type Indicator, as known as MBTI, an indicator which consists of sixteen types of personality in individuals (Keirsey and Bates, 1978). The Myers-Briggs Type Indicator brought Jung’s typology of two attitudes and four functions with some refinements by Isabel Myers. The indicator makes the Function Type theory of Jung available and personally significant to individual. Isabel Myers found two other functions which
called as preferences: perceiving and judging. In Myers-Briggs Type Indicator, there are four areas which can be combined to produce sixteen personalities. Keirsey and Bates (1978: 101-106) described the four areas as follows:

1) **Extraversion vs Introversion**

Extroverted people are more influenced by their surroundings. They tend to focus more on the objective things than the subjective things. Extroverts feel more comfortable in group settings. These people are usually better understood and relates well and easily to others. They tend to be responsive, expressive and enthusiastic. Extroverted people tend to approach new situation quickly, to verbalize quickly, and to act quickly. Introverted people, in contrary, are orientated toward the subject and away from the object. Introverts are comfortable being alone and tuned in their inner world with all of their dreams, biases, and individualized perceptions. Introverted people like to hold back when faced with something or someone unfamiliar and tend to feel insecure. These people also perceive the external world like the extroverts do, but they do it very selectively and with their individual view. However, there are no people who are pure introverts or extroverts. People possess both extraversion and introversion attitudes, but in different portion. The relationship of introversion and extraversion attitude can be described by the non-separable yin-yang motif.

2) **Sensation vs Intuition**

Intuitive people are apt to anticipate future events more than sensation people do. These people like to keep promise and breaking the promise can be a tragic occurrence for them. They are difficult to handle and can hate passionately.
Intuitive people can also predict the future and most of their prediction are correct. Meanwhile, sensation people enjoy adventures and do something which includes factual informations. These kind of people tend to be in tune with the realities of the environment and respond to details. Sensation people like something real, while intuition people like imaginative things.

3) Thinking vs Feeling

People who prefer the thinking way want reasons for everything they do. These people do not like to be touched and have difficulties to approach others with affection. They are apt to be the ones who will not display a reaction when facing difficult situations and appear unresponsive. Meanwhile, people who prefer feeling way are apt to want to know that they are pleasing the other people by their obedience. They tend to be more sensitive of the emotional climate in their society and respond easily to expressions of affection. These people are more supple in reacting to difficult situations happened in their society.

4) Perceiving vs Judging

Judicial people want things established and in order. They will be irritated when they see something that is not in order. These kind of people are apt to be on time, worry about being late, and tend to have things organized. They are apt to run the activities of their neighborhood, especially if they are extroverts. Meanwhile, the perceptive people seem unconcerned about being on time or not. They do not mind about having things unorganized and are apt to be reminded about everything.
Jung (Feist and Feist, 2009, pp. 120-122) also believed that personality develops through a series of stages that culminate in self-realization or individuation. He grouped the stages of life into four general periods and depicted it through the journey of the sun in the sky with brightness of the sun representing the consciousness. The first period, depicted as the sun in the early morning, is the childhood stage. This stage is full of potential, but lacks of consciousness. The second stage, the youth stage, is represented by the morning sun climbing toward the zenith. This period started from puberty until the middle life, showing the unaware of the upcoming decline. The early afternoon sun represents the third stage, middle life. Middle life is brilliant, full of consciousness, but obviously headed for the sunset. The sunset depicted the last stage of the personality development, the old age. Its one bright consciousness is now markedly dimmed. The depiction of the journey of the sun in the sky also tells us the experiences underwent by people in their lives. How they gain values, ideas and meaning in their life will help them shape their personalities.

c. Factors Affecting Personality Development

A man is not born as a person. The infant has to gain many experiences and many factors in order to possess the personality. According to Jess Feist (Feist and Feist, 2009: 9-10) many psychologists agree that a person’s trait and personality has a genetic component. It can be passed down through genetic inheritance. However, genes are not the only one which take the responsibility for a person’s personality. Personality is a complex trait. It is influenced by many different genetic and environmental factors. Personality traits are also polygenic. It means
that multiple genes are needed and involved in determining a person’s trait. There are many psychologists who believe that the development of a person’s personality is influenced by many factors and determinants. According to Sinha (2016), there are three factors influencing personality development:

1) Biological Factors

Biological factors do not take much part on helping a person develop his personality. Its influences are limited and indirect, including genetic, hereditary factors, physical appearance and physique and rate of maturation (Sinha, 2016). The characteristics, such as aggressiveness, nervousness, timidity and sociability, are strongly influenced by genetic endowment. The children reliably classified as active, moderately active or quiet are the differences attributable to hereditary endowments, although training and learning may produce noticeable modifications. Here, the environment and culture also take a decisive role.

The physical appearance and physique also influence the development of personality. According to Kretschmer (Hurlock, 1974), there are three main types of a person’s physical appearance that are related to the development of personality. The first type is called *pyknic*, who has a round body build, short neck, fat face, broad trunk, and short arms and legs, and also has a tendency to put on weight. A person of this type tends to be extroverted, with oscillation of mood and cycles of depression and elation alternating with normal mood states. In the elated states, they are jolly, cheerful, and sociable, but this mood is soon replaced by a state of depression in which they are quiet, calm, and moody.
The second type is called *asthenic*. A person of this type is lean and angular, with long arms and legs. Asthenics tend to have autistic or introverted personalities. They are shy, sulky, draw away from social contacts, fail to react with normal emotions to members of family and friends, lacking in humor, and are insensitive toward the feelings of others but oversensitive about the way others treat them. The third type is called *athletic*. An athletic is intermediate in build, with pronounced musculature. They love actions, risks, and thrills. They also are craving for muscular activity, aggressive, and lust for power. Kretschmer also explained the fourth type which he called *dysplastic*. This type is a mixture of the other three types.

2) **Cultural Determinants**

Humans are social beings who depend on others to keep on living. All human beings live in society, an interacting group of people which shares distinctive culture, knowledge, way of thinking, feelings, attitudes, goals, ideals and value system. A child grows in a certain environment will develop their characteristics and personality based on the traits belong in that environment. Therefore, social environments play the most important role in the development of a person’s personality.

Culture regulates people’s lives and influences the development of their personality at every turn. It also limits the development of personality according to the concepts and expectations of approved behaviour in that culture. There are cultural variations in the methods of achieving such goals as to perpetuating the group and maintaining solidarity or for satisfying basic needs of its members.
There are also social class groupings in cultural society. A person from different socio-economic backgrounds differ in personality structure, behaviour and attitudes. Therefore, the variation in social class leads to the setting of variety of aim, modes and methods in developing social behaviour, and cause individuals to vary in the development of personality.

3) **Family Influences**

All psychologists believe that the ultimate aim of personality development is the development of social behaviour of children. Individual infant acquires the behavioural potentialities by the process of socialization which is limited by the acceptable standards belong in the family and also the social group. An infant’s first social learning occurs at home. An infant’s earliest experiences with the family members, specially the mother, will determine his attitude toward others in the future. The early mother-child relationship is widely believed as the most influential factor that will determine not only a child’s behaviour but also his subsequent and long-term adjustment.

The child-rearing practices also are taken into account as influencing the personality development. The parental attitude toward the child’s growing independence and curiosity strongly influences the development of important motives, like, curiosity, and the drives for autonomy, independence, mastery, competence, and achievement, as well as inteligence. The various types of home atmosphere also influence the child’s personality development. A child living in a home with democratic atmosphere tend to possess strong self-concept in the
future. In contrary, a child brought up in the authoritative atmosphere tend to be quiet, well-behaved, shy, and socially unassertive.

4. **Theory of Motivation**

Motivation is the study of why people think and behave as they do. According to Stephen Worchel (Worchel and Shebilske, 1989: 373-374), psychologists have used the term motive to describe the condition that energizes and directs the behaviour of organism. There are two kinds of motives, primary motives and social motives. Primary motives concern our biological needs, usually unlearned, common to all animals, and vital for the survival of the organism or the species. Meanwhile, social motives come from learning and social interaction. They include the needs for affiliation.

Stephen Worchel (Worchel and Shebilske, 1989: 411) stated that the basic theories of motivation are instinct theory, drive theory, incentive theory, and cognition theory. Instinct theory argues that behavior is preprogrammed and guided by internal forces. Drive theory suggests that needs result when homeostasis is upset and that behavior is directed toward restoring homeostasis. Incentive theory suggests that behavior is determined by external conditions such as reinforcement. Cognitive theory emphasizes the role of thinking, judging, and information processing.

According to Bernard Weiner, motivation has a relation with personal construct theory which deals with how individual organizes the perceived world (Weiner, 1980). The way how they organize their world can be seen from their behavior. The behavior is completely determined by the preceding thought process.
or the manner where the experience is understood. There are some fundamental postulate and behavior concept in human motivation. The first one is fundamental postulate where someone is anticipating events. The person uses his senses and analyzes his psychosocial to predict the future events. The second is individual corollary which means that persons differ from each other in their construction of events. It has the relation to the respond of objective stimulus situation that is given to them. Although some people will get the same objective stimulus, their respond will be different. It is based on the different manner of the stimulus which came to them. That is why one motivation and others can be different although the stimulus is the same. The third one is dichotomy corollary. This situation is where a person is considered as honest and sincere or dishonest and insincere because all constructs are bipolar or dichotomous. The range corollary is the condition where a construction is not appropriate to all events. The focus of convenience refers to the area in which the construct is maximally useful. The last is experience corollary. This is the phase where a person’s construction system varies as he successfully construes the replication of events. A construct is akin to a hypothesis and the confirmation or disconfirmation may result in changing the constructs.

Human nature is the intrinsic aspect of humanity which is influenced by biological factor as the major determinants and followed by the social and cultural factors that exist (Jung, 1978, p. 52). There are some human needs which affect the motivation:

a. **Attachment**

It is necessary that human infants receive sufficient attention from parents.
A child would always follow and duplicate his parents’ behavior, especially his mother. Later, as long as they come to the high dependency period, children will form a bond with their mother or caretaker and it may influence their social responsibility.

When separation occurs; whether it is temporary or permanent, it may cause depression to the children because they will lose the presence of their caretaker and it is understandable. During the separation survival, there will be anxiety because children will feel insecure to many things they face. There also will be a stranger anxiety which means the fear to meet strangers when their mother is absent.

b. Emotional expression

There is possibility that emotional expression served to communicate intentions and emotional states survived through natural selection. However, threat or glare at rivals is the expression of communication of threat and may have been adequate to insure the group.

c. Language

Language is species-specific behavior in communication. Here, in human language, there are rules of expressing relationships among words and it involves syntax which is not merely vocabulary or sets of labels representing objects.

d. Phobias

Phobias involve associations that are often learned in one trial but are extremely resistant to elimination or extinction. There are strong fears that probably involve stimuli related to situations or object associated with threats to
survival such as strangers, darkness, and uncertainty. Phobias are probably fears of stimuli for which our biological make-up predisposes us.

e. **Social bonds**

Bonding is the species-specific tendency that has survival value in hunting societies and this is the consequence of evolution in human society, bonding is the tendency to feel safe in the group.

5. **Theory of Needs**

According to McLeod (2007), in 1943 Abraham Maslow stated that people are motivated to achieve certain needs. When one need is fulfilled, people seek to fulfill the next one, and so on. The earliest and most widespread version of Maslow’s (1943, 1954) hierarchy of needs includes five motivational needs which is often depicted as hierarchical levels within a pyramid. This five-stage model can be divided into five basic needs such as biological and physiological needs, safety needs, love and belongingness needs, esteem needs, and self-actualization needs. These basic needs are said to motivate people to fulfill them before they move to the higher stages of needs. Maslow posited that human needs are arranged in a hierarchy (Maslow, 1943: 375):

‘It is quite true that man lives by bread alone – when there is no bread. But what happens to man’s desires when there is plenty of bread and when his belly is chronically filled? At once other (and “higher”) beeds emerge ad these, rather than physiological hungers, dominate the organism. And when these in turn are satisfied, again new (and still “higher”) needs emerge and so on. This is what we mean by saying that the basic human needs are organized into a hierarchy of relatice prepotency”

According to McLeod, every person is capable and has the desire to move up the hierarchy toward a level of self-actualization. However, not all people
successfully achieve self-actualization needs. The progress is often disrupted by a failure to meet lower level needs. Life experiences, including divorce and loss of a job may cause an individual to fluctuate between levels of the hierarchy. Therefore, not everyone will move through the hierarchy in a uni-directional manner but may move back and forth between the different types of needs. Maslow (as cited in McLeod, 2007) noted that only one in a hundred people become fully self-actualized because our society rewards motivation primarily based on esteem, love and other social needs.

In 1970, Maslow’s five stage model has been expanded to include cognitive and aesthetic needs and later transcendence needs. Maslow’s eight-stage model hierarchy of needs includes biological and physiological needs, safety needs, love and belongingness needs, cognitive needs, aesthetic needs, self-actualization needs, and transcendence needs. People will seek to fulfill their biological and physiological needs in order to move to the higher level of needs. Biological and physiological needs are the lowest basic needs includes the needs of air, food, drink, shelter, warmth, sex, sleep, and many other else. After fulfilling their biological and physiological needs, people will seek to fulfill their safety needs. In this world, people also need to feel safe. They need protection from elements, security, order, law, and stability. If this needs are unmet, people will go back and forth between biological and safety needs.

When people have been successfully met their safety needs, they will seek to fulfil their esteem needs. It includes the self-esteem, achievement, mastery, independence, status, dominance, prestige, responsibility, and many other else. In
order to fulfil esteem needs, people need to feel that they are accepted and valued by their society. When esteem needs have been fulfilled, people will move to the higher stage of needs, which are cognitive needs. People tend to seek new knowledge and meaning in life in order to fulfill cognitive needs. Educated people will also develop their knowledge and gain more knowledge until their needs are met. When people already have much knowledge and gain meaning in this life, people will seek to fulfill their aesthetic needs. People need to see the beauty of this world. People are said to have met the aesthetic needs when they can appreciate the beauty, balance and form in their life.

After aesthetic needs have been met, people will seek to fulfill their self-actualization needs. In self-actualization, people need to find a meaning of life that is important to them. It includes how people realize their personal potential, self-fulfillment, seek their personal growth, and have peak experiences. Peak experiences occur when a person experiences the world totally for what it is, and there are feelings of euphoria, joy and wonder. As each individual is unique, the motivation for fulfilling self-actualization also leads people to different directions (Kenrick et al., 2010). Some people need to write a book in order to achieve self-actualization, while other people will do different things. As in this study, the three main characters are trying to write a book which tells about the experiences of colored maids working for white families. They are trying to achieve their self-actualization. When self-actualization are met, people will seek to fulfill the last stage of Maslow’s needs hierarchy, the transcendence needs. People will go to their society and help people to achieve their self-actualization.
Even though the theory said that all people are capable of fulfilling self-actualization, most people will not be able to do so, or only to a limited degree. Maslow (as cited in McLeod, 2007) stated that only two percent of people in this world would reach the stage of self-actualization. Then he identified fifteen characteristics of self-actualized people after studying eighteen people, including Abrahan Lincoln and Albert Einstein. The characteristics of self-actualizer are able to perceive reality efficiently and to tolerate uncertainty, accept themselves and others for what they are, spontaneous in thoughts and actions, become a problem-centered people, have unusual sense of humor, able to look at life objectively, highly creative, resistant to enculturation, concerned for the welfare of humanity, capable of deep appreciation of basic life-experience, establish deep satisfying interpersonal relationships with a few people, undergo peak experiences, have privacy, possess democratic attitudes and strong moral and ethical standards.

C. Review of Socio-cultural and Historical Background

The review of socio-historical background is conducted in this study because it is one of ways to understand the condition and situation of Southern America in early 1960s. This part is divided into two sections. The first section is concerning about Civil Rights Movement in general. The second part is the specific topic of Women’s Roles in Southern Society during Civil Rights Movement.
1. **Civil Rights Movement**

   The forced segregation of racial minorities was once widely accepted as a fact of life. It began with the arrival of the first African slaves in Virginia in 1619. Then slavery became a trend in America for more than 200 years. Many people were sold, bargained, and treated like animals. Through this era, some enslaved African American people who had got their freedom were trying to fight against the law and they all were hanged. In 1865, The Thirteenth Amendment abolished slavery throughout the United States. On June 19, slavery in United States effectively ended. However, colored people still got bad treatments even after the abolishment of slavery. So many people believed that colored people were still in the lowest stage and that white and colored cannot sit in one table.

   According to Ellis and Smith (n.d.), Mississippi led the South in an extraordinary battle to maintain racial segregation. It set the trend in racial oppression. Even almost one century since the abolishment of slavery in America, colored people still got the unequal treatments, moreover for them who worked as maids in the houses of white families. The white parents would not permit their children to study in the same classroom with colored children because they thought that the colored children were not smart enough and would give bad impacts to their children.

2. **Women’s Roles in Southern American Society**

   Women are usually depicted as powerless creature, moreover when they are belong to minority race. However, a lot of women stood up for their rights during the Civil Rights Movement. Both black women and white women, they
concerned to their freedom in taking care of their own families. Gladney (1994, p.6) in Marshall (1999, p.1) gives explanation that the roles of the southern black woman and the southern white woman are equally important and equally oppressive by saying “in a culture where marriage and motherhood were women’s primary roles, neither black nor white women were free to be fully wives or mothers, and neither were able to shield their children from the physical and physical destruction of the racist society in which they lived”.

The typical African American women in the South is a cook, housekeeper, maid, or all wrapped into one and work for at least one white family. Smith (1994, 130) in Marshall (1999, p.1) said that “it was not a rare sight in my generation to see a black woman with a dark baby at one breast and a white one at the other, rocking them both in her wide lap”. It can be seen that they are doing double jobs, taking care of white families and their own family. Beyond as baby-sitter, they also work as family counselor, confidant, and nurse for the entire white family. They can only go taking care of their own family when their responsibility of their white families have been done.

Besides, the southern white women also have important role. They are responsible for maintaining the Southern Tradition which are made by white men. According to Smith (1994, p.142) in Marshall (1999, p.2) the white woman in South establishes “the ‘do’ and the ‘don’t’ of behavior in her children and believes, ‘if you could just keep from them all the things that must never be mentioned, all would be well!’”. At the same time, white women in South sit atop the pedestal of Sacred Womanhood which is built by their husband and his white
ancestors for them. The Southern Tradition causes the southern white women to be alienated from their children because it makes the children feel uncomfortable with such discipline and propriety. As the result, the children would feel more comfortable and relaxed around their “non-authoritative figure” maids. When the white mother busy protecting the Southern Tradition by avoiding conversation topics related to sensitive subjects such as sex and race, the white children will go to their African American maids who will answer all of their questions and curiosity because the maids are “easy, permissive, and less afraid of simple earthy biological needs and manifestations” (Marshall, 1999, p.2).

Both black women and white women living in South have equal important roles. Southern black women have to neglect their husbands and children in the interest of their white employers’ families. The southern white women can never be true to themselves, their husbands, or their children because they have to be true to Southern Tradition which does not value the emotions or differing opinions of women. Smith (1994, pp. 142-143) in Marshall (1999, p.2) explained that “southern white women know there is something evil in their society, and because they did not believe things could change or that they should (though they could not have told you why) they had to shut their minds against knowledge of what existed.” However, these cases are the reality that are found in the novel as well.
D. Theoretical Framework

The reviews of related theories were applied to help the researcher answered the research questions in the research questions section. First, this study employed psychological approach to analyze the novel. Theory of needs by Abraham Maslow is used as the approach of this study. Second, the theory of characterization and theory of personalities were used to see the personalities of Aibileen Clark, Minny Jackson, and Eugenia ‘Skeeter’ Phelan in the novel and how they were explained in the novel. Third, the theory of motivation by Sigmund Freud is used to see how the three main characters were dealing with their life events and how they reacted towards the crucial problems they face in their society. It was also used to analyze the meanings of the crucial problems happened in the life of the three main characters in Jackson, Mississippi, early 1960s. To support the analysis of the crucial problems which were experienced by the three main characters of the novel, the researcher conducted socio-cultural and historical theory in order to understand the situation and condition for being Southern women living in the early era of Civil Rights Movement.

E. Context of The Novel

The Help tells about the life of African – American maids working for white families. It takes place in Jackson, Mississippi, in the Civil Rights Movement era, early 1960s. The story goes around three different main characters, two colored women named Aibileen Clark and Minny Jackson, who work as maids for white families, and a young white lady named Eugenia ‘Skeeter’ Phelan.
who works as a journalist. They come from different backgrounds and have different problems, but they join in one secret project with dangerous risks which unite them with one intention to hope for a better life.

Stockett wrote The Help based on her own life experience when she was a teenager, having an African–American maid named Demetrie McLorn. Demetrie’s character is the combination of Aibileen and Minny, two characters on her first novel, The Help. In the novel, Stockett is depicted as Skeeter, a young and energetic white woman who works as a writer and journalist. Both Stockett and Skeeter were closer to their maids than to their mothers.

Stockett’s parents were divorced when she was six years old. Her older sister and brother would never allow her to play with them. Therefore, she would go to Demetrie to seek for comforting words. The Help tells about the three women who work on a book which tells about what it is really like to work as colored maids for the white families of the South. While working on this novel, Stockett was scared that she was crossing the terrible line, failed to describe the feeling of being black maids and the stereotype they had to face at that time.
CHAPTER III

METHODOLOGY

This chapter consists of three parts which are object of the study, approach of the study, and method of the study. Object of the study is the novel which is analyzed in this study. Approach of the study discusses the approaches which are used in this study. Method of the study explains the steps the writer conducts in this study.

A. Object of the Study

The object of the study is the novel entitled The Help written by Kathryn Stockett. This novel was first published in New York in 2009 by Penguin Books. The Help consists of 522 pages, with 34 chapters which are written in multiple narrations: Aibileen, Minny, and Miss Skeeter. Only chapter 25 entitled The Benefit which is told from a third-person with omniscient point-of-view. The novel was published in 35 countries and translated into 40 languages. It has been sold about ten million copies and has spent more than 100 weeks on The New York Times Best Seller list. This novel also has its audiobook version.

The Help was also adapted into a film with the same title directed by Tate Taylor. The film was released in August 9, 2011 in United States. The filming began in July 2010 and extended through October. The town of Greenwood,
Mississippi, was chosen to portray 1960s-era Jackson. Parts of the film were also shot in the real-life Jackson, as well as in nearby Clarksdale and Greenville.

Kathryn Stockett was born and raised in Jackson, Mississippi. After graduating from the University of Alabama with a degree in English and Creative Writing, she moved to New York City, where she worked in magazine publishing and marketing for sixteen years. She currently lives in Atlanta with her husband and daughter. *The Help* is Stockett’s first novel. She spent five years writing this novel, which is telling about her true experiences.

**B. Approach of the Study**

Psychological approach was used as the approach of this study because it has much contribution to help us understand about literature and that it provides conceptual clarity that cannot be derived from literature alone. This study used theory of personality by Carl G. Jung to analyze the personalities of Aibileen Clark, Minny Jackson, and Eugenia ‘Skeeter’ Phelan, the three main characters of *The Help*, when they face the problems happened in their lives which are connected to the crucial issue happened in Jackson, Mississippi, in early 1960s.

Each of them is experiencing two main events that change their opinions and attitudes toward that crucial issue. Moreover, this approach helped the researcher to understand the characters easier. The changing of attitude and the behaviour of the characters were seen from the psychological view in order to find the needs of the three main characters which trigger their motivation in reacting to the crucial issue. Finally, their changing viewpoints toward the issue helped the
researcher to find the meanings of the crucial problems happened in Jackson, Mississippi, in early 1960s which also happens in our society right now.

C. Research Procedure

In conducting the research, the writer used library study or collecting data from various references as the method to get primary and secondary data. The researcher also used various references from the online sources. In the other word, the data used in this study were gathered from books and online research or journals.

First, the researcher read the primary data of this study, a novel entitled *The Help* written by Kathryn Stockett. The researcher tried to read it for three times to understand the content and find interesting and important items to be discussed and analyzed. The researcher decided to analyze the characters’ personalities and their life events by using the psychological point of view.

Second, the researcher tried to find the other references and relevant sources to support the study and help the researcher to analyze the problem. The relevant sources included the review of socio-cultural historical background of Jackson, Mississippi during the Civil Rights Movement in early 1960s.

Third, the researcher determined the theories and approach to be applied in this study. The approach used is the psychological approach. The study adopted theories, such as theory of characterization, theory of personality, motivation theory, and theory of needs. The researcher used some books and theories to support the ideas to analyze and solve the formulated problems.
CHAPTER IV
ANALYSIS

This chapter discusses the meanings of racism issues that become crucial issues happened in Mississippi, early 1960s, as seen through the three main characters of Kathryn Stockett’s *The Help*. The discussion is divided into two parts. The first part is the character analysis of Aibileen Clark, Minny Jackson, and Eugenia ‘Skeeter’ Phelan, the three main characters of the novel, including their physical appearance and personality analysis. The second part discusses the meanings of racism issues experienced by Aibileen Clark, Minny Jackson, and Eugenia ‘Skeeter’ Phelan. The meanings of racism issues are analyzed with theories discussed in Chapter Two.

A. The Description of The Three Main Characters

In line with the theory presented in Chapter Two, a character is a person presented in narration (Abrams, 1981). The characters are made by the author and interpreted by the readers as people who are presented by moral, dispositional, and emotional qualities as seen in the dialogues and actions. There are some characters presented in the novel. Aibileen, Minny, and Skeeter play the most important role in Kathryn Stockett’s *The Help*. The description of the three main characters in *The Help* are discussed to understand the three main characters’ motivation in dealing with the crucial problems happened in their society.
1. **Physical Description of the Three Main Characters**

   The physical description of the three main characters in Kathryn Stockett’s *The Help* has to be discussed further because it plays an important role as the trigger of the problems they face. Moreover, a person’s physical appearance has a relation with the development of that person’s personality (Hurlock, 1974). In this novel, the three main characters are facing some crucial issues and they want to fight against those issues. Two of the three main characters are colored women, Aibileen Clark and Minny Jackson. They work as maids for white families in Jackson, Mississippi. The third main character is a well-educated white lady named Eugenia ‘Skeeter’ Phelan. The followings are their physical descriptions:

   a. **Aibileen Clark**

      Aibileen is a middle-age woman. She has a plump body with dark brown skin. Her hair is black, but her eyebrows are gray. When she works, she always wears her white uniform and black shoes. Aibileen’s physical appearance can be seen through Skeeter’s comment when she meets Aibileen in Elizabeth’s kitchen. (p. 92):

      I walk into the kitchen, my notebook and papers under my arm. Aibileen smiles at me from the sink, her gold tooth shining. She’s a little plump in the middle, but it is a friendly softness. And she’s much shorter than me, because who isn’t? Her skin is dark brown and shiny against her starchy white uniform. Her eyebrows are gray even though her hair is black.
From Skeeter’s comment, Aibileen possesses a very soft personality. She is polite and hospitable, just like the other maids in general. Aibileen’s physical appearance can also be seen through Minny’s comment, as follows (p. 148):

She’s got her hair smoothed back, a little roll of pencil curls around her neck. She’s wearing a blue dress with big white buttons that I’ve never seen before. Aibileen has white lady clothes out the wazoo. White ladies love giving her their old stuff. As usual, she looks plump and respectable, but for all her prim and proper, Aibileen can still tell a dirty joke that’ll make you tinkle in your pants.

The comment occurs when both Minny and Aibileen are attending the Community Concerns Meeting at the church on Wednesday night. Aibileen looks more relaxed in her church outfit. From Minny’s description, Aibileen shows her maturity from the way she wears her dress. It also shows that Aibileen is a respectable woman in the colored neighborhood (p. 148).

b. Minny Jackson

The other colored main character, Minny Jackson, also has plump body with dark skin like Aibileen does. She is short and big, and has curly hair. She is depicted as a bright and strong woman. Like Aibileen, Minny also wears her white uniform and a pair of black shoes when she is working. Minny’s physical appearance can be seen through Skeeter’s personal opinion when she meets her in Aibileen’s kitchen. “I clear my throat, produce a nervous smile. Minny doesn’t smile back. She is fat and short and strong. Her skin is blacker than Aibileen’s by ten shades, and shiny and taut, like a pair of new patent shoes” (p. 191).

From Skeeter’s personal opinion, Minny is described as a solemn person. From Minny’s body built and skin color, Skeeter gets an image that Minny is a
very firm and strong person who clings on her own opinion and belief. Skeeter is not the only person who has that opinion about Minny. The description of Minny’s physical appearance is also depicted by Aibileen’s opinion.

I spot Minny in the back center seat. Minny short and big, got shiny black curls. She setting with her legs splayed, her thick arms crossed. She seventeen years younger than I am. Minny could probably lift this bus up over her head if she wanted to. Old lady like me’s lucky to have her as a friend. (p. 15)

From Aibileen’s perspective, it can be concluded that Minny is shorter, plumper, stronger, and much younger than Aibileen. She is 36 years old. Based on the theory of personality by Carl G. Jung, Minny belongs to the transition between the youth age and middle life. She is developing her personality. She begins to open her consciousness and awareness about the realities happened around her. Therefore, from her physical appearance, it can be concluded that Minny, in the novel, is trying to be a good figure as an adult. She likes to give people an image about herself by the way she acts.

c. Eugenia ‘Skeeter’ Phelan

The third character is Eugenia ‘Skeeter’ Phelan. She is the only white woman among the three women who become the main characters of The Help. She is described as a young white lady who belongs to the high-society Junior League. The description of Skeeter’s physical appearance can be seen through Aibileen’s personal opinion when she opens the door for Skeeter in Elizabeth Leefolt’s house (pp. 4-5):
Skeeter real tall and skinny. Her hair be yellow and cut short above her shoulders cause she get the frizz year round. She twenty-three or so, same as Miss Leefolt and the rest of em. She set her pocketbook on the chair, kind a itch around in her clothes a second. She wearing a white lace blouse buttoned up like a nun, flat shoes so I reckon she don’t look any taller. Her blue skirt gaps open in the waist. Skeeter always look like somebody else told her what to wear.

Skeeter is 23 years old. Based on the stages of life by Carl G. Jung, she is categorized into the second stage, the youth. She starts to see the truth which is burried deep in the society around her. From Aibileen’s opinion, Skeeter has a thin body with height above the women’s average. She also has short frizzy hair. Skeeter tends to wear decent clothes since her mother always tells her to dress properly like a respected woman. “Mother would keel over if I showed up with a skirt above the knee when Stuart picks me up on Saturday.” (p.209). The depiction of Skeeter’s physical appearance is also showed in her own perspective. She sees herself as not pretty and unattractive (p. 67):

By sixteen I wasn’t just not pretty, I was painfully tall. The kind of tall that puts a girl in the back row of class pictures with the boys. The kind of tall where your mother spends her nights taking down hems, yanking at sweater sleeves, flattening your hair for dances you hadn’t been asked to, finally pressing the top of your head as if she could shrink you back to the years when she had to remind you to stand up straight. By the time I was seventeen, Mother would rather I suffered from apoplectic diarrhea than stand up straight. She was five-foot-four and first-runner-up as Miss South Carolina. She decided there was only one thing to do in a case like mine.

She does not meet all the beauty standards applied in her society. Her mother, however, was in the contrary. Charlotte Phelan fit all the beauty standard and became one of the beauty icons when she was young. She always tries to make her daughter to look as ‘normal’ as possible. In line with the theory by Smith (1994: 142) in Marshall (1999: 2), the white woman in South establishes
the ‘do’ and the ‘don’t’ of behavior in her children. Skeeter and Charlotte are southern white women. Charlotte inherits the rules and tradition from her mother to be followed and pass those rules and tradition to her daughter as well. Skeeter also lives in a society which has beauty standard for a woman. Therefore, Skeeter grows to be an introverted young girl who is shy and unconfident of her physical appearance. At the same time, it also makes her to be a strong woman who believes in her inner beauty.

2. **Personalities of The Three Main Characters**

Each character in the novel has different personalities. The dialogue and the behavior are the most important evidences to understand the characters (Stanton, 1965). Discussion about characters’ personalities which are presented in the novel is needed in order to understand their motivation in dealing with the crucial issues happened in their life. Here are the analysis:

a. **Aibileen Clark**

Aibileen Clark is a 53-year-old colored maid living in Gessum Avenue, a colored neighborhood in Jackson, Mississippi. She works for Leefolt family, taking care of Mae Mobley and Ross Leefolt while doing all the cleaning, cooking, and polishing. Aibileen started her first job when she was thirteen, cleaning the Francis the First silver service at the governor’s mansion. “She backtracks to her first job at thirteen, cleaning the Francis the First silver service at the governor’s mansion” (p. 175).
1) Introverted Sensing Feeling Judging Personality

Aibileen is an introverted person. According to the theory of personality by Carl G. Jung (Feist and Feist, 2009), the introversion and extraversion attitudes in a person shows imbalance portion with one attitude is dominating the other one. In Aibileen’s case, the introversion attitude dominates her personality. She has opinion about people, but she keeps it for her own. She likes being alone and drown in her mind. Her introversion attitude grows stronger when she meets white people. She feels insecure and afraid of them, especially her own white lady, Elizabeth Leefolt. The conversation between Aibileen and Elizabeth Leefolt becomes the evidence of her introversion attitude (p. 35):

I put the iron down real slow, feel that bitter seed grow in my chest, the one planted after Trelore died. My face goes hot, my tongue twitchy. I don’t know what to say to her. All I know is, I ain’t saying it. And I know she ain’t saying what she want a say either and it’s a strange thing happening here cause nobody saying nothing and we still managing to have us a conversation.

Aibileen knows that the silence between her and Elizabeth Leefolt is not pleasant for both of them, but she does not try to break that silence. She is too angry and has many thoughts in her mind but is afraid to speak them up.

Aibileen also has sensing preference. She is easy to be understood and pay much attention on the details. She can also relate herself to the reality, and knows what she can contribute for her society. “I go on to the back, so mad I’m stomping. Baby Girl been in that bed since eight o’clock last night, a course she need changing! Miss Leefolt try to sit in twelve hours worth a bathroom mess without getting up!” (p. 18). Elizabeth Leefolt tells Aibileen that Mae Mobley
keeps getting up. Aibileen remembers in details when the last time Mae Mobley got her diapers was changed and for how long she was in that diapers. She also knows in instance that the problem is the diaper that has not been changed. She senses the things that should be exist or not.

Besides, Aibileen also has feeling preference. She always wants to know that she is pleasing her white lady because of her obedience. She wants to know what Elizabeth Leefolt is thinking about her, whether she has been a good maid or not. The small conversation between Skeeter and Aibileen becomes the evidence of Aibileen’s personality. “Should we sit?” I point to the kitchen table. Aibileen glances at the swinging door. “You go head, I’m fine standing” (p. 93). Aibileen is afraid of Elizabeth Leefolt. She is extra careful in every movement she makes. She does not want Elizabeth Leefolt to see her talking to her white lady’s friend and makes Elizabeth disappointed of her. She is also sensitive about the emotional climate in her house. “A wave a static come in with me” (p. 228). She can sense something bad happens from the atmosphere of Minny’s kitchen.

Aibileen is also a judging person. She prefers things that are established and is apt to be on time. She is neat and put everything in order. This kind of preference can be seen through her praying habit, as follows (p. 26):

A cat get to screeching outside and bring me back to my cold kitchen. I turn the radio off and the light back on, fish my prayer book out my purse. My prayer book is just a blue notepad I pick up at the Ben Franklin store. I use a pencil so I can erase till I get it right. I been writing my prayers since I was in junior high.

In conclusion, Aibileen has introverted, sensing, feeling, and judging personality, as well known as ISFJ. An ISFJ person carries a history that showed
in the continuity with past event and relationship (Keirsey and Bates, 1978: 194). An ISFJ like Aibileen is willing to work for a long hour. As an ISFJ, Aibileen relates well to people who need her, for example are sick, ignorant, and bossy people. Aibileen also often relates well to people who need her, for example nursing Mae Mobley and listening to Minny’s problems.

2) Mature

Aibileen is not only mature at her physical appearance, but also mature at her emotional stage. She is very wise and she knows how to treat people well. She knows how to be a good listener and how to express her opinion and advices. When Minny does not want to talk about ‘the terrible awful pie’, Aibileen does not force her to tell the details at the first place. It also happens when Minny gets a little trouble with a friend who goes to the same church with them. She waits until Minny is ready to talk about those problems (p. 255).

Aibileen can see everything from many different sides. She understands people and she always tries to put herself on other people’s shoes. When Minny gets a problem with Miss Celia, Aibileen tries to make Minny sees from different perspective. She tries to make Minny understand that she should not judge a person from what can be seen from the outside.

“I think you done made your point, Aibileen.” Aibileen smiles, pats me on the arm. “I’m sorry, honey. But you my best friend. And I think you got something pretty good out there. So what if she take a nip or two to get through the day? Go talk to her Monday.” (p. 267)

When Skeeter asks her about Constantine Bates, her former maid, Aibileen tries to put herself as the third person in the middle. She honestly tells Skeeter
about what happened with Constantine and her life, but only as far as she knows. She tells the story as it is and asks Skeeter to find the truth about the reason why Constantine quitted from her job as a maid in Phelan family.

Aibileen’s maturity can also be seen through her relationship with God. Aibileen never blames God for every bad things happened in her life. She keeps praying even though her husband left her for another woman. She also accepts her fate and miseries and still praises God after her only son, Treelore, left her forever. “Hearing this made me think about how I didn’t even get the chance to pray for Treelore. Maybe that’s why God took him so fast. He didn’t want a have to argue with me.” (pp. 27-28).

She knows that God is the one who has the authority to control each person’s life span. She never blames God for taking her son away. The most important thing is that Aibileen believes that God never distinguishes people from their appearances. Nobody is superior or inferior towards others. Each person has the same value in the eyes of God, whether he is white or colored.

I feel my lip curling. A course we different! Everbody know colored people and white people ain’t the same. But we still just people! Shoot, I even been hearing Jesus had colored skin living out there in the desert. I press my lips together. (p. 218)

Aibileen follows God’s example for not distinguishing people from the physical appearance. She does not hate white people even though they already hurt her heart. She still accepts Skeeter and tries to trust her even though she is a white lady and asks her to do a dangerous action.

In conclusion, Aibileen is a mature character. She has all the qualities of a
mature person. She is wise and knows how to treat other people well. She tries to see everything from many different sides, and put herself on other people’s shoes. She knows that a person cannot be judged from the outside look only, but also from the heart.

3) Generous

Aibileen is a colored maid who specializes in taking care of white babies. In the novel, Aibileen shows much of her generosity when taking care of the babies. She knows very well how to take care of them, to get them to sleep, to make them stop crying, and teach them how to go to the toilet before their mothers wake up (p. 1).

According to Gladney (1994), marriage and motherhood are the primary roles for women, whether they are white or colored (Marshall, 1999: 1). However, Elizabeth Leefolt is just 23 years old, and has not prepared for having a baby. “I seen plenty a womens get the baby blues after they done birthing. I reckon I thought that’s what it was” (p. 2). Therefore, as the maid in Leefolt family, Aibileen takes all the responsibilities of being a good mother figure for Mae Mobley even though it is not her main duty. She does it because she loves her white babies very much, just like she loves her own son. She also talks nicely to all of her white babies. She gives them care and affection that they cannot get from their parents. The evidence can be seen as follows (p. 175):

“When the mama died, six months later,” she reads, “of the lung disease, they kept me on to raise Alton until they moved away to Memphis. I loved that baby and he loved me and that’s when I knew I was good at making children feel proud of themselves . . .”
Generosity does not mean that people give others something from their wealth, but it is more than that. Aibileen’s attitude shows that generosity is not about helping people less fortunate than the giver, but it is about giving freely, without condition or the need of explanation. Every time Mae Mobley cries or feels sick, Aibileen is the first person who soothes her and accompanies her until she feels comfortable (p. 234):

“I don’t feel good. My froat hurts, Aibee.”
I know what a froat is and I know how to fix it. Baby Girl getting a summer cold. I heat her up a cup a honey water, little lemon in it to make it good. But what this girl really needs is a story so she can go to sleep. I lift her up in my arms. Law, she getting big. Gone be three years old in a few months, and pudgy as a punkin.

In conclusion, Aibileen is a generous person. She always helps people who need her help without looking at their motives and backgrounds. She will give the best thing of her, even she does not have much to give. She never asks others to repay her. She gives her best because she knows that God has given her good example.

b. Minny Jackson

Minny is an extrovert. She has many friends and they love her. As a maid, she is very diligent. She is excellence in cooking and famous of her chocolate pie. Minny also possesses bold personality. She always states her thoughts and minds to people whom she trusts. She is not hesitant to say rude words to anyone who crosses her. Meanwhile, Minny is also a very caring character. She will protect all people in her circle even though she has to sacrifice herself.
1) **Extroverted Intuitive Thinking Judging**

Based on the theory of personality by Carl G. Jung (Feist and Feist, 2009) Minny belongs to the extrovert group. As an extrovert, she puts her concern on the object more than the subject. She is enthusiastic, she enjoys being in a big group of people and becomes the center of attention. According to Aibileen’s opinion, all of colored maids like to listen to Minny. “I take the seat in front a her, turn around and listen. Everbody like to listen to Minny” (p. 15). Minny tends to be responsive towards a situation and is able to express her feelings easily. She exhibits a certainty in approaching the new or the unfamiliar things. The evidence can be seen through her reaction when she asks Celia Foote to tell her husband about her working in their house (p. 48):

> “Miss Celia, fore I get going here, I need to know. Exactly when you planning on telling Mister Johnny bout me?”
> She eyes the magazine in her lap. “In a few months, I reckon. I ought to know how to cook and stuff by then.”
> “By a few, is you meaning two?”
> She bites her lipstickey lips. “I was thinking more like . . . four.”

Despite being extrovert, Minny is also an intuitive person. She loves daydreaming and makes fantasies. She can also predict the future. When she meets Celia Foote for the first time, she can barely tell that Celia does not belong to the same class as Hilly Holbrook and Elizabeth Leefolt do. “I just can’t seem to get the hang of kitchen work, she says, and even with Marilyn’s whispery Hollywood voice, I can tell right off she’s from way out in the country (p. 37).

Her intuitive preference is also shown with her reaction towards Hilly Holbrook. An intuitive person is said to be very dangerous because an intuitive
person can hate passionately (Keirsey and Bates, 1978:103). It also happens in Minny’s situation. She hates Hilly Holbrook and she does not hesitate to do the worst thing she can do towards her: “...and I bout spit in her face. But I didn’t. No sir.” She start making this panting noise, she say, “I did worse” (p. 25).

Minny also possesses thinking preference in reacting to the situations around her. She always needs a reason for anything she does. When Celia Foote says that she cannot tell her husband about Minny’s being, Minny wants Celia to tell her the reason of that action. She never accepts an order without knowing the reason behind it. It can be seen from her statement: “Miss Celia, fore I get going here, I need to know. Exactly when you planning on telling Mister Johnny bout me?” (p. 48). Minny’s thinking preference can also be seen through her attitude towards Skeeter when they hold the interview in Aibileen’s house. During the interview, Minny always blocks off her facial expressions and emotions. She does not smile back to Skeeter or shows any excitement. She also avoids any affection from Skeeter. She appears to be flat and mistrusts Skeeter.

Minny is also considered as a judging person. She wants things established and interchangeable. She is punctual and neat. She also likes to run the activities of the neighborhood and takes initiative in doing orders. The evidence can be seen through Minny’s thought while she is working in Celia Foote’s house (p. 58):

It’s always something, mirrors, floors, a dirty glass in the sink or the trash can full. “We’ve got to make it believable,” she’ll say, and I find myself reaching for that dirty glass a hundred times to wash it. I like things clean, put away.

As a person who has judging preference, Minny does not want things that
are repeated for many times. Repetition of errors will make Minny becomes impatient. The cooking lessons with Celia Foote become the evidence of these traits. “What scared me worse was Miss Celia. Afterwards, during her cooking lesson, she was still shaking so bad, she couldn’t even measure the salt in a spoon” (p. 145).

According to theory of sixteen personality discovered by Carl Jung and developed by Isabel Briggs Myers, it can be concluded that Minny has extroverted intuitive thinking and judging personality which is also known as ENTJ. Her basic driving force and need is leading and taking over groups. She also likes to rise to positions of responsibility and enjoys being the execitive. The ENFJ personality leads her to possess the two dominant personalities showed in the novel which are bold and caring.

2) Bold

Minny is an extrovert. Therefore, she has bold personality. Minny likes to complain about everything she has or does. Even though she loves her children, her job, or her white ladies, she is easily annoyed by everything. When she is on the bus with the other maids, they talk about their white ladies and Minny tells them about bad thing of Miss Walters: “...so I said, Miss Walters, the world don’t want a see your naked white behind any more than they want a see my black one. Now, get in this house and put your underpants and some clothes on” (p.15).

However, when another maid, Kiki Brown, takes part and says bad thing about Miss Walters, Minny gets angry because no one can say bad things about her white lady except herself. She begins to say bad words about Kiki’s white
lady, only to show her that her Miss Patterson is not better than Mrs. Walters.

"Oh, like your Miss Patterson ain't?" Minny say to Kiki. "Shoot, she call the roll a the crazy lady club." The whole bus be laughing now cause Minny don't like nobody talking bad about her white lady except herself. That's her job and she own the rights. (pp.15-16)

When Aibileen tells Minny about Hilly's words to the white ladies in the bridge club which say Minny cannot take well care of her mother, Minny also gets angry. Instead of being extra careful, Minny becomes mad and starts to plan a bad thing for Hilly (p.16): “Hilly ought to be extra careful around me. What she say, I can't cook? She say that old bag a bones ain't eating cause I can't feed her?” Minny stand up, throw her purse up on her arm.

When Minny does an interview session with Skeeter in Aibileen’s house, she also talks in a bad manner. She is still skeptical about the project of the novel and thinks that Skeeter just wants to use the colored maids to fulfil as the tool to reach her dreams. Minny expresses her feelings out loud (p. 191): “What makes you think colored people need your help?” Minny stands up, chair scraping. “Why you even care about this? You white.”

In conclusion, Minny has bold personality. She is not shy and she tends to state her mind rightaway. She does not care about others’ opinion on her and is confident with herself. She says what she really means, and does what she says. Her attitude is the reflection of her true feelings (p. 193): She suddenly stands up, throws her bag on her arm. “I got to go. You giving me the heart palpitations talking bout this.” And out she goes, slamming the door behind her.
3) **Caring**

Despite her bad characteristics, Minny can be a very caring person towards people who are in her circle. She loves her family so much. She always takes care of her husband and children. Minny does not want to sit down all the day in her house and lets her husband works alone. When Hilly sent Miss Walters to the retirement house, Minny sought for another job straightway. She wants to help her husband to make a living for their family.

Minny also cares of her children’s growth and development. She manages herself to be a good mother and also a teacher for her children. Not only does she make sure that her family get enough food with good nutrition, but she also makes sure that her children have good attitudes in life (p. 60):

I have five kids and I take pride that I taught them yes ma’am and please before they could even say cookie. 

I’m standing in Miss Celia’s kitchen thinking about last night, what with Kindra and her mouth, Benny and his asthma, my husband Leroy coming home drunk two times last week. He knows that’s the one thing I can’t stand after nursing my drunk daddy for ten years, me and Mama working ourselves to death so he had a full bottle.

Besides being a caring wife for Leroy and a good mother for her children, Minny is also a good friend for Aibileen and Miss Celia. It is proven by her attitude when she was taking care of Aibileen two years ago. When Aibileen lost her only son, Treelore, two years ago, she tried to finish her life. However, Minny came to her house and rescued her. She also took care of Aibileen, gave her food three times a day, and convinced Aibileen to continue her life (p. 32):

She always been a strong woman, always fighting. After Treelore died, she carry supper over to me ever night for three months straight. And ever day
she say, “Nuh-uh, you ain’t leaving me on this sorry earth without you,” but I tell you, I was sure enough thinking about it.

Despite her dislike towards white people, Minny gradually becomes Celia’s good friend. While cleaning Celia’s house, Minny was always curious of Miss Celia’s strange behavior. She was worried that Celia might be sick or had difficult time. Therefore she followed Celia to seek for the answer of her strange behavior.

I keep an eye on Miss Celia the next day, waiting for her to sneak upstairs so I can see what she’s up to. Around two o’clock, she sticks her head in the kitchen and gives me a funny smile. A minute later, I hear the squeak in the ceiling.

Real easy, I head for the staircase. Even though I tiptoe, the dishes in the sideboard jangle, the floorboards groan. I walk so slowly up the stairs, I can hear my own breathing. At the top, I turn down the long hall. I pass wide open bedroom doors, one, two, three. Door number four, down on the end, is closed except for an inch. I move in a little closer. And through the crack, I spot her. (p. 261)

Minny finds Miss Celia drinking brown liquid from flat bottles which do not have any labels fastened on them and just the stamp Old Kentucky in the glass. At first, she thinks that the bottles with brown liquid are alcoholic drinks. She tells herself not to mingle in Miss Celia’s business and just let her be. The evidence can be seen as follows (pp. 262-263):

We settle in our places, me at the stovetop, her on her stool. I’ve hardly spoken word one to her since I found those bottles last week. I’m not mad. I’m irate. But I have sworn every day for the past six days that I would follow Mama’s Rule Number One. To say something would mean I cared about her and I don’t. It’s not my business or my concern if she’s a lazy, drunk fool.

Minny cares for Celia. She keeps thinking about Celia and the bottles. She misinterprets Celia’s attitude and accuses her for being a bad woman. Minny
thinks that Celia can never get pregnant because of her own fault. That action makes her fired from her job.

“All this time, there I was thinking you were dying a the cancer or sick in the head. Poor Miss Celia, all day long.”
“I know it’s been hard . . .”
“Oh, I know you ain’t sick. I seen you with them bottles upstairs. And you ain’t fooling me another second.” (p. 264).

The next morning when she tries to apologize to Miss Celia, she finds that Miss Celia is not in a good condition. Without any orders, she cleans all the house and still worry about Miss Celia’s condition (pp. 269-270):

I go ahead and do my work. Maybe I’m crazy to act like the job’s still mine. Maybe she won’t even pay me for today. After lunch, I turn on Miss Christine on As the World Turns and do the ironing. Usually, Miss Celia comes in and watches with me, but not today. When the program’s over, I wait on her awhile in the kitchen, but Miss Celia doesn’t even come in for her lesson. The bedroom door stays closed, and by two o’clock I can’t think of anything else to do except clean their bedroom. I feel a dread like a frying pan in my stomach. I wish I’d gotten my words in this morning when I had the chance.

When Minny finds that Miss Celia is in the bathroom and does not answer her call, she begins to worry about Miss Celia. “Miss Celia, just say something so I know you still alive in there” (p. 271). In conclusion, Minny is a very caring person. She cannot stop herself from being care towards people in her circle.

c. Eugenia ‘Skeeter’ Phelan

Eugenia Phelan is a 23-year-old white lady who belongs to the high-society Junior League. She lives in Longleaf, a cotton plantation owned by her family in Jackson, Mississippi. She gets the ‘Skeeter’ nickname from her older brother, Carlton. When she was born, her brother said “It’s not a baby, it’s a skeeter!” (p. 66). Skeeter does not really fit into the ideals of beauty of the society
she belongs to. She has frizzy hair, that she described as “kinky, more pubic than cranial” (p. 66).

1) **Introverted Intuitive Feeling Perceiving Personality**

Skeeter is an introvert. Based on the theory of personality found by Carl G. Jung, it is believed that a person is possessing both introvert and extrovert personality in inbalanced portion. In Skeeter’s case, her introversion attitude is the dominant personality. Her introversion attitude can be observed through her reaction when she was visiting Constantine’s house when she was a little girl.

Constantine Bates, a colored maid working for Phelan family before Pascagoula, lived in a small colored neighborhood called Hotstack which is located a mile away from Skeeter’s house. The road to Hotstack runs along the north side of Longleaf. When Skeeter was a girl, she would beg to her mother to come home with Constantine on Friday afternoons. When they were arriving in Hotstack, Skeeter would feel insecure of the new atmosphere she experienced in the colored neighborhood (p. 71): “It was a thrill to be in such a different world and I’d feel a prickly awareness of how good my shoes were, how clean my white pinafore dress that Constantine had ironed for me”.

Skeeter’s insecurity attitude shows that she is an introverted person. She is not comfortable being in new place with unfamiliar atmosphere. Skeeter also shows her introverted personality when Hilly and Elizabeth set a plan for Skeeter to meet Stuart Whitworth, a senator’s son and William Holbrook’s cousin. It can be seen through the conversation between Skeeter and Hilly on the phone.
“I can’t believe this is finally going to happen,” Hilly says, because she’s been trying to set me up for months with her husband’s cousin. She’s intent on it even though he’s much too good-looking for me, not to mention a state senator’s son.

“Don’t you think we should... meet first?” I ask. “I mean, before we go out on an actual date?”

“Don’t be nervous. William and I will be right next to you the whole time.”

I sigh. The date’s been canceled twice already. I can only hope it’ll be put off again. And yet I’m flattered that Hilly has so much faith that someone like him would be interested in someone like me. (p. 70)

Based on the theory of personality found by Jung about four functions, the researcher analyzes that Skeeter is an introvert intuitive person. She has an instinctive knack for reading people and knowing when something is going on that no one wants to talk about. She knows that something is not right about the date with Stuart.

Besides being intuitive, Skeeter also cultivates the feeling function. She is able to feel that somethings not right happen in her society. Kairsey and Bates (1978) say that a child with feeling function is aware of the physical and social comfort or discomfort. It refers to Skeeter’s personality, that she is aware of the social discomfort around her. According to Murphy (1972), the thought of Skeeter becomes the evidence that she is also possessing the feeling function. “No. I couldn’t. That would be . . . crossing the line” (p. 104).

Skeeter also has natural perceptive preference. She is unconcerned and she needs to be reminded about everything. She is also inclined to improvise and explore alternative options. The conversation between Skeeter and her mother,
Charlotte, becomes one of the evidences that she is a perceiving person.

Skeeter still needs to be reminded about her schedule, her way of dressed and also her appearance in her age. Just like Aibileen’s thought, Skeeter looks like a person who has someone else to tell her how to dress (p. 5): “Miss Skeeter always look like somebody else told her what to wear”. Besides, Skeeter is a careless person. The evidence is from her thought when she left her satchel consisting the draft of the book she writes with Aibileen, Minny, and other maids.

In conclusion, Skeeter has introverted, intuitive, feeling, and perceiving personality. According to theory of sixteen personality discovered by Carl Jung and developed by Isabel Briggs Myers, it can be conclude that Skeeter has INFP personality. An INFP is adaptable and welcome to new ideas and information. An INFP is also well aware of people and their feelings, and has a capacity of caring which is not always found in other types (Keirsey and Bates, 1978: 176). Skeeter, as an INFP, possesses those traits, and it can help the researcher to analyze her two dominant personality in the novel, which are being passionate and open-minded.

2) Passionate

Eugenia “Skeeter” Phelan describes as a very passionate young woman in the novel. When she was studying in a college in Ole’ Miss, all of her best friends left the college to be married and having children However she chose to stay and graduated from Ole Miss. In the college, she preferred to read books and write a lot than to have fun with boys and parties like other girls do.
No one could argue that I hadn’t worked hard at Ole Miss. While my friends were out drinking rum and Cokes at Phi Delta Theta parties and pinning on mum corsages, I sat in the study parlor and wrote for hours—mostly term papers but also short stories, bad poetry, episodes of Dr. Kildare, Pall Mall jingles, letters of complaint, ransom notes, love letters to boys I’d seen in class but hadn’t had the nerve to speak to, all of which I never mailed. Sure, I dreamed of having football dates, but my real dream was that one day I would write something that people would actually read. (pp. 68-69)

Her dream is big. She wants to be a writer, but her mother wants her to marry a nice guy and have children like her friends do. After she graduated from college and still had not introduced any men to her family, Charlotte Phelan, Skeeter’s mother started to question her daughter’s sexual attraction. At the beginning, Charlotte thought that Skeeter was interested in girls and women instead of men.

“Are you . . . do you . . . find men attractive? Are you having unnatural thoughts about . . .” She shuts her eyes tight. “Girls or—or women?” I stare at her, wishing the ceiling fan would fly from its post, crash down on us both.

“Because it said in this article there’s a cure, a special root tea—”

“Mother,” I say, shutting my eyes tight. “I want to be with girls as much as you’d like to be with . . . Jameso.” I head for the door. But I glance behind me. “I mean, unless, of course, you do?” (p. 88)

Skeeter says that she likes women as much as her mother likes Jameso. Jameso is a colored man working in their house. Jameso is a good friend for Phelan family, but it is impossible for Charlotte to fall in love with Jameso. Therefore, Skeeter tries to explain to her mother that she is still attracted to men, only that she has not found the right one to be introduced to her family.

Skeeter does not have much time for looking for a boyfriend because she is still focusing on being a writer. After she graduated from Ole Miss with double degrees in Journalism and English, she applied as an editor in Harper and Row,
but she was refused. Elaine Stein, the senior editor, says that Skeeter was not accepted because lacking of experiences. She was suggested to apply a position in Jackson’s local newspaper to gain more experience.

Skeeter then applied in Jackson Journal. She got a job as a columnist in Miss Myrna column that writes about relationship and housekeeping issues. However, she still wants to write a real thing, about what she believes in, not only what she is told to write or what society believes. Elaine Stein’s mail is the one that challenges her and burns her passion.

Having once been an ambitious young lady myself, however, I’ve decided to offer you some advice: go to your local newspaper and get an entry-level job. You included in your letter that you “immensely enjoy writing.” When you’re not making mimeographs or fixing your boss’s coffee, look around, investigate, and write. Don’t waste your time on the obvious things. Write about what disturbs you, particularly if it bothers no one else. Yours sincerely, Elaine Stein, Senior Editor, Adult Book Division (p. 83)

After receiving that mail, Skeeter cannot stop her mind from thinking of Elaine Stein’s encouragement words. She replies the mail with the list of the ideas she thinks worthy journalism material. After she posts the mail, she realizes that those ideas are just the ones she thinks will impress Elaine Stein. She needs some times until she finds the real thing that disturbs her. In conclusion, Skeeter is a passionate person. She knows what she really wants and managed herself to reach her dreams. She is not easily distracted.

3) Open-minded

When Skeeter was a little girl, she used to go to Hotstack, a small colored neighborhood where Constantine lived and played with colored little girls in Constantine’s household. She did not think that the colored little girl were dirty,
she also did not see that skin color was a problem. She treated the little girls just like she treated her other white friends. Skeeter’s thought can be seen as the evidence (p. 72): “Sometimes two girls from next door would come over to play with me, named Mary Nell and Mary Roan. They were so black I couldn’t tell them apart and called them both just Mary.”

She mentioned the colour black without any offense. She grew up to be an open-minded girl because of her parents’ example. Her mother always reminded Skeeter to put manners even when she was talking to colored people (p.72): “Be nice to the little colored girls when you’re down there,” Mother said to me one time and I remember looking at her funny, saying, “Why wouldn’t I be?” But Mother never explained.

Based on the factors influencing personality development by Sinha (2016), Skeeter’s parents show that their good parental attitude influence the behavior of Skeeter as the child of the family. The behavior then becomes a personality and grows within Skeeter and brought until she becomes an adult. Being a white lady who belongs to the high-society Junior League does not make Skeeter thinks and acts like the other white ladies do. She has her own ideas and ways of thinking. She is not driven by the old paradigm that colored people belong to the second class and have to be treated differently.

In conclusion, Skeeter is one of a few white ladies who understands about Human Rights better than most white ladies in Jackson do. Her consciousness plays a big role here. In a young age, she learns how to be mature and able to acknowledge her inner nature. She realizes that all people are just the same. Each
person has the same rights and obligations in this life, including the colored people.

B. The Meanings of The Three Main Character’s Crucial Problems

There are two parts discussed in this section. The first part is surface meaning which tells about the life events of Aibileen Clark, Minny Jackson and Eugenia ‘Skeeter’ Phelan and how these life events become the crucial problems happened in Jackson, Mississippi in that era. These life events can be found explicitly in the novel, by reading through the chapters. The second part is deeper meaning which can be understood after reading the whole novel. It tells about the meanings of racism as crucial problems mentioned in the novel.

1. Surface Meaning

There are so many events happened in a person’s life, that lead the person to become a person himself. Aibileen Clark, Minny Jackson, and Eugenia ‘Skeeter’ Phelan also experience some life events that change their minds and attitude toward the crucial problems that become the main issue in Jackson, Mississippi in early 1960's. Here, the researcher describes all those life events based on the dialogues and monologues found explicitly in the novel. The theory of needs is used in order to help the researcher analyzes the life events. Those life events lead us to know the meanings of the racism issues faced by Aibileen Clark, Minny Jackson and Eugenia ‘Skeeter’ Phelan in the novel.
a. Aibileen Clark

This section discusses two main events happened in Aibileen Clark’s life that are related to the crucial issues happened in Jackson, Mississippi in early 1960’s. The first life event is telling about the loss of her son, Treelore. The second event is telling about the similarities between Hilly’s initiative and Jim Crow law practiced in Southern America in early 1960s. Those two events are considered as Aibileen’s peak experiences that help her sharpens her maturity and reach self-actualization.

1) Losing Her Only Son and Her Husband

Aibileen was a married woman. Her husband was a colored man named Clyde. From that marriage, they had a son named Treelore. However, their marriage were stranded because Clyde had fallen for another colored woman and left his wife and son behind (p. 26):

Kind a man I like ain’t the kind that stays around when he done spending all you money. I made that mistake twenty years ago. When my husband Clyde left me for that no-count hussy up on Farish Street, one they call Cocoa, I figured I better shut the door for good on that kind a business.

That loss does not really affect Aibileen’s life. She chooses to close her heart and forgets about the past. She knows that she still had her son, Treelore. Together, they try to forget about Clyde and lived as happy as they could.

Treelore is Aibileen’s only child. He is also her only family. She loves him very much. He was a young man with big heart who has big dreams. He was also a nice and genuine man. The evidence can be seen throught Aibileen’s thought and her comments on her own son (pp. 2-3):
He was twenty-four years old. The best part of a person’s life. It just wasn’t enough time living in this world.
He had him a little apartment over on Foley Street. Seeing a real nice girl name Frances and I spec they was gone get married, but he was slow bout things like that. Not cause he looking for something better, just cause he the thinking kind. Wore big glasses and reading all the time. He even start writing his own book, bout being a colored man living and working in Mississippi. Law, that made me proud.

Trelore was still at a very young age when he passed away. Trelore was a mature boy. He knew that he had to work hard to help her mother since his father had left them. Moreover, he had a girlfriend and needed to collect the money to marry her. Unfortunately, he was living in Jackson, where racial identity and class society became very important at that time.

But one night he working late at the Scanlon-Taylor mill, lugging two-by-fours to the truck, splinters slicing all the way through the glove. He too small for that kind a work, too skinny, but he needed the job. He was tired. It was raining. He slip off the loading dock, fell down on the drive. Tractor trailer didn’t see him and crushed his lungs fore he could move. By the time I found out, he was dead. (p. 3)

The evidence above is occured from Aibileen’s perspective about Trelore and how he got the accident. Aibileen recounts the accident in a smooth way and focuses on telling about Trelore. However, when Skeeter recites Aibileen’s story, the feeling is different.

On our fifth session, Aibileen reads to me about the day Trelore died. She reads about how his broken body was thrown on the back of a pickup by the white foreman. “And then they dropped him off at the colored hospital. That’s what the nurse told me, who was standing outside. They rolled him off the truck bed and the white men drove away.” Aibileen doesn’t cry, just lets a parcel of time pass while I stare at the typewriter, she at the worn black tiles. (pp. 178-179)

From the story which is recited by Skeeter, the researcher can see that Aibileen is facing a very hard situation. She had to see white people treated her
son’s death body improperly because he was a colored. And the each day after the funeral she still remembers every details of the accident that took her son away, and it hurts her a lot. Moreover, every time the radio announces the death of colored people, the situation in white neighborhood and the reaction of the whites irritate her and reminds her of her son again.

None a the Medgar Evers talk come up in Miss Leefolt’s house. I change the station when she come back from her lunch meeting. We go on like it’s a nice summer afternoon. I still ain’t heard hide nor hair from Miss Hilly and I’m sick a the worry that’s always in my head. (p. 232)

Medgar Evers was a colored man who worked as NAACP (National Association for the Advancement of Colored People) Field Secretary. He was assasinated by a white man who jumped from the bushes (Stockett, 2009, p. 228-229). He died tragically, in his front yard, but Elizabeth Leefolt or the other people who live in white neighborhood do not want to pay any attention towards that thing. Aibileen has to hide up her feelings and acts like nothing happens in the society.

2) Aibileen’s Special White Baby

Aibileen has raised seventeen white babies in her life, since she was fifteen years old. She never stays for a long period in a house. She always move to another family when the child is big enough to differ someone by his skin color. She does not want to accept the fact that the babies grow to become like their parents. The evidence can be seen as follows (p. 150): “How we love they kids when they little . . .” she says and I see Aibileen’s lip tremble a little. “And then they turn out just like they mamas.”
However, Mae Mobley Leefolt is different. She is her eighteenth white baby and also her favorite. Elizabeth Leefolt, her mother, does not put much attention to her own baby. Therefore, Aibileen takes Elizabeth’s role as a mother who takes care of the baby. It causes Mae Mobley to grow as a little girl who is apt to be closer to Aibileen than to her mother.

Elizabeth Leefolt always says that Mae Mobley is not pretty. She is fat, and likes to play in the mud. Elizabeth likes to compare her own baby with her friends’ little girls. However, Aibileen loves Mae Mobley so much. She says that Mae Mobley is her special baby. To make her feel proud of herself, Aibileen always say to Mae Mobley that she loves her. Aibileen is showering Mae Mobley with love every day by telling that she loves Mae Mobley (p. 5):

I say, “Aibileen.”
She say, “Aib-ee.”
I say, “Love.”
She say, “Love.”
I say, “Mae Mobley.”
She say, “Aib-ee.” And then she laugh and laugh.

When Aibileen realizes that Mae Mobley has grown to be able to understand the skin color problem in her society, she decides to teach Mae Mobley that skin color is not a tool to differ people. She anticipates for Mae Mobley to grow just like her mother or worse, Hilly Holbrook. To make her understand the lesson easily, Aibileen says it in the form of a story about a martian (pp. 349-350):
“Today I’m on tell you bout a man from outer space.” She just loves hearing about peoples from outer space. Her favorite show on the tee-vee is My Favorite Martian. I pull out my antennae hats I shaped last night out a tinfoil, fasten em on our heads. One for her and one for me. We look like we a couple a crazy people in them things. “One day, a wise Martian come down to Earth to teach us people a thing or two,” I say. “Martian? How big?” “Oh, he about six-two.” “What’s his name?” “Martian Luther King.”

She take a deep breath and lean her head down on my shoulder. I feel her three-year-old heart racing against mine, flapping like butterflies on my white uniform. “He was a real nice Martian, Mister King. Looked just like us, nose, mouth, hair up on his head, but sometime people looked at him funny and sometime, well, I guess sometime people was just downright mean.” I could get in a lot a trouble telling her these little stories, especially with Mister Leefolt. But Mae Mobley know these our “secret stories.” “Why Aibee? Why was they so mean to him?” she ask. “Cause he was green.”

Aibileen is the one who teaches Mae Mobley about all important things in life. She teaches her to say her name properly and to understand her age and her strength. She is also the one who teaches the baby girl how to potty-training. Besides, Aibileen also teaches Mae Mobley to stand for herself and to remember that she is special in her own way (pp. 520-521):

I look deep into her rich brown eyes and she look into mine. Law, she got old-soul eyes, like she done lived a thousand years. And I swear I see, down inside, the woman she gone grow up to be. A flash from the future. She is tall and straight. She is proud. She got a better haircut. And she is remembering the words I put in her head. Remembering as a full-grown woman. And then she say it, just like I need her to. “You is kind,” she say, “you is smart. You is important.” “Oh Law.” I hug her hot little body to me. I feel like she done just given me a gift. “Thank you, Baby Girl.”

Aibileen understands that all babies are special, whether they are whites or coloreds. She believes that if she tells good words to Mae Mobley, she will grow
to be a good girl who has faith and pride in herself. Aibileen also believes that the education received by the babies from the beginning will be brought until they become adults.

b. Minny Jackson

This section discusses two main events happened in Minny Jackson’s life that are related to the crucial issues happened in Jackson, Mississippi in early 1960’s. The two main events help Minny grows and reaches self-actualization. The first event is about the experiences Minny has with Hilly, the ‘mean’ white lady who makes her shape her perspective towards white people. The second event is entitled Miss Celia. It discusses the experiences Minny has with Miss Celia which help her to see things from different perspectives. Those two events also become Minny’s motivation to join the project with Skeeter which is writing a book that tells about the real life of the colored maids working for white families in Jackson, Mississippi.

1) Terrible Awful Chocolate Pie

Mrs. Walters was Minny’s former white lady. She was living with her daughter, Hilly Holbrook when Hilly was still a maiden. After Hilly married a guy named William Holbrook, she moved out to live with her husband. One day, Hilly told Minny that she was planning on sending her mother to the retirement home. Then she asked Minny to work for her because Minny is the best cook in Jackson, Mississippi and Hilly loves her cooking. She promised Minny that she would pay her more than her mother could (p. 398):

“She say, ‘Come work for me, Minny. I pay you twenty-five more cent a
day than Mama did.’ A ‘dangling carrot’ she call it, like I was some kind a plow mule.” I feel my fists forming. “Like I’d even consider beating my friend Yule May Crookle out a her job. Hilly think everbody just as two-faced as she is.”

Yule May is Minny’s friend who is working as a maid for Holbrook family. Minny did not accept Hilly’s offer to work for her because she did not want to take Yule May’s job. She showed that even though she needed the job to make a living for her family, she could not stab her friend and made her lost her job because Yule May also needed the job to make a living for her own family (p. 20): “Who you think you talking to, Aibileen? A monkey? I might as well go work for the KKK. And you know I never take Yule May’s job away.”

When Aibileen tells Minny not to accept Hilly’s offer, Minny tells her that she already knows what to do. However, Hilly Holbrook is a cunning person. She will use any means to get what she wants. She does not want anyone to hire Minny as their maid, so she blows a false rumour to all Jackson, Mississippi. She says that Minny is a thief.

Then she break my back, Miss Celia. She tell me she know bout the Childs and the Rawleys and all them others that turn me down. Said it was cause she’d made sure everbody knew I was a thief. I’ve never stole a thing in my life but she told everbody I did and wasn’t nobody in town gone hire a sass-mouthing thieving Nigra for a maid and I might as well go head and work for her for free. (p. 398)

With Minny’s sass-mouthing attitude and the rumour that she is a thief, nobody in Mississippi wants to hire her to work for them. Fortunately, Minny is a strong woman who has bold personality. She does not mind what people think about her as long as she is right. Since she is an intuitive person who can hate other people passionately, what she does in order to take revenge is awful. “I tell
her to eat my shit” (p. 398).

Minny was very brave and insane at the same time. She made a chocolate pie which consisted of her feces covered by chocolate, vanilla and sugar, then she made Hilly ate two slices of it. She revealed the contents of the pie because Mrs. Walters wanted to take some, and she did not want her to be trapped too. Luckily, Minny could escape from their kitchen before Hilly could say anything.

Hilly Holbrook is a mean lady and Minny’s worst nightmare. She will use any means and any people in order to reach her dreams. Unfortunately, Hilly is the president of the Junior League, who has the highest position among all the white ladies in Jackson, Mississippi. Therefore, she gets all of powers she needs and is able to reach all of her dreams. The incident Minny has with Hilly Holbrook shapes her viewpoint about white people. Minny sees white people as mean and inhuman. It is also supported by her past experience involving her previous white ladies who also treats her like an object. Due to the trauma of her past experience, she tends to distant herself from any whites.

2) **Minny’s Ignorant White Lady**

Celia Foote is considered as a white trash from Sugar Ditch, a town where almost all of the citizens are poor (p. 39). She moved to Jackson because she was pregnant with Johnny Foote. Growing in Sugar Ditch, she never owns a maid, until one day Aibileen accidentally gives her Minny’s number and tells her that Minny is a maid seeking for a job.

Celia Foote lives in Madison County, a region in the northern part of Jackson. Minny has to ride her car to reach Celia’s house because no bus goes
there. When Minny arrived in Celia’s house for the first time, she felt a strange situation there. Minny is used to be yelled at, ordered around, and treated badly, but Celia is different. She stuck her hand out to Minny and offered a drink for her as if they were equal. Those were not things that the other white ladies in Jackson, Mississippi would do. The evidence can be seen from Minny’s thought about Celia (p. 38): “Can I get you a cold drink?” she asks. “Set down and I’ll bring you something.” And that’s my clue: something funny’s going on here.

In her early weeks in Celia’s house, Minny thought that Celia was a crazy white lady because of her unusual attitude. She had never met a white lady who was very hospitable like Celia. Driven by her past experiences with Hilly and other previous white ladies, Minny thought that Celia was either crazy or stupid, and she did not believe her until they arrived at one situation that changed Minny’s paradigm about white people (p. 363):

“Lordy, you . . . you got him . . .” I say, but in the back of my head, there’s this voice asking me, real calm, like we’re just having tea out here, Is this really happening? Is a white woman really beating up a white man to save me? Or did he shake my brain pan loose and I’m over there dead on the ground...

A naked man appeared outside Celia’s house. Minny as Celia’s maid thought that she had to take care of her white lady. When she got hit by the man, Celia came outside with a fire poker in her hand, tried to save Minny. Celia Rae Foote, a Southern white lady, hit the white man’s face until he was near to death only to save Minny.

At that moment, Minny thought that she was only imagining that scene. She thought that it was impossible for a white lady to stand in front of her and
protected her, a colored maid. At last she realizes that Celia is sincere and true. She is different from the other white ladies in a good way. She is not crazy or plainly ignorant of the differences between white and colored people. She values equality in humanity without differentiating the skin color.

Her open-minded attitude is also showed in every lunch time in her house. She joins Minny in the kitchen and eats her lunch on the same table with Minny. She does not go to eat in the dining room like white people usually do. She shows Minny that skin color and social class does not mean anything for her (p. 253):

“But why? I don’t want to eat in there all by myself when I could eat in here with you,” Miss Celia said. I didn’t even try to explain it to her. There are so many things Miss Celia is just plain ignorant about.

Celia’s attitude makes Minny realizes that not all white ladies are mean and inhuman like Hilly Holbrook. Minny then learns to accept the facts that racism is only a paradigm. She also learns to understand that what Skeeter does is not merely because of her own behalf. Her viewpoint is starting to change, and she begins to treat Celia and Skeeter just like her friends.

c. Eugenia ‘Skeeter’ Phelan

This section discusses two main events happened in Eugenia ‘Skeeter’ Phelan’s life that are related to the crucial issues happened in Jackson, Mississippi in early 1960’s. The first event is the broken relationship between Skeeter and Stuart and also between Skeeter and her bestfriend, Hilly Holbrook and Elizabeth Leefolt. The second event is the experience she has when she decided to write a book telling about the life of colored maids working for white family in Jackson,
Mississippi. Those events lead Skeeter to be a self-actualized person and help her revealing the true meanings of racism issues happen in her society.

1) Skeeter’s Close Friend

Constantine Bates is Skeeter’s maid who took care and raised her when she was a little girl until she started to go to college in Ole’ Miss. Skeeter was apt to be closer to Constantine than to Charlotte, her own mother. Charlotte was once a busy woman who had many meetings to do. She did not have much time for Skeeter. Moreover, since Charlotte is a Southern White Lady, she has to uphold the southern tradition inherited from her ancestors (Marshall, 1999). She has many rules and laws to be followed. Charlotte’s job is also maintaining good behavior of her children.

Those discipline and propriety made Skeeter felt uncomfortable being near her own mother. She was tired of the rules she had to follow. Constantine then became a close friend and a better adult figure for Skeeter. They played together, shared secrets, and wrote to each other when Skeeter was in the college. Skeeter grew to be a girl who adored Constantine more than her own mother.

Often she demanded to know if I was happy and the details of this. Our letters were like a yearlong conversation, answering questions back and forth, continuing face-to-face at Christmas or between summer school sessions.

Mother’s letters said, *Say your prayers and Don’t wear heels because they make you too tall* clipped to a check for thirty-five dollars. (p. 79-80)

After being graduated from college, Skeeter finds that Constantine is not in her house anymore. She is replaced by Pascagoula who is much younger than Constantine. She asks her parents, but they just say that Constantine has moved.
out. However, Skeeter does not believe it. Her intuitive personality plays a role here. She knows that something is wrong in her house, and that her mother is lying about Constantine’s whereabouts.

When she talks to Aibileen about Constantine, Aibileen accidentally says that she used to work in Skeeter’s plantation, Longleaf, and admits to know Constantine. Skeeter then tries to gain information about Constantine’s whereabouts to Aibileen, but Aibileen does not want to answer her questions. It makes Skeeter feels that something serious is hiding behind Constantine’s absence. Finally, Aibileen tells Skeeter the stories she has been hiding about Constantine. She tells Skeeter about Constantine’s problem that Skeeter has never known before (p. 422):

“Her sister...she just couldn’t handle it. Being Negro with white skin... in Mississippi, it's like you don’t belong to nobody. But it wasn’t just hard on the girl. It was hard on Constantine. She... folks would look at her. White folks would stop her, ask her all suspicious what she doing toting round a white child. Policeman used to stop her on State Street, told her she need to get her uniform on. Even colored folks... they treat her different, distrustful, like she done something wrong. It was hard for her to find somebody to watch Lulabelle while she at work. Constantine got to where she didn’t want to bring Lula... out much.”

Skeeter learns that Constantine had a daughter named Lulabelle who was a Negro with white skin. Constantine could not take care of Lulabelle by her own because she had to work for Phelan family. Therefore, because her husband left her, and her family did not want to take care of her, she gave her daughter to the orphanage.

Skeeter then learns two new things. The first one is that some colored people have to give up on her children to work for white families and send the
children to their family. The second is that skin color also becomes a problem when a colored woman gives birth to a baby with pale skin. The woman will be accused for having love affair with a white man and being punished even though her husband is not a white.

2) Hilly’s Initiative and Jim Crow Law

The Jackson Junior League is a charitable, non-profit organization of women who make sustainable improvements in their communities in Jackson, Mississippi. This organization focuses in humanity and how to improve their society. Hilly Holbrook is the president of this organization, and Skeeter becomes the editor of Junior League newspaper.

This organization has an annual plan. Each year, they make a charity party called The Jackson Junior League Annual Ball and Benefit, or simply known as ‘The Benefit’. The purpose of ‘The Benefit’ is to raise funds for the ‘poor starving children in Africa’. It is an irony because they are neglecting the condition of the colored people living in their society, while trying to raise fund to send food for colored children in Africa.

As the president of the organization, Hilly Holbrook designs an initiative that she believes will give contribution on the improvement of the society. She calls it Home Help Sanitation Initiative. The purpose of this initiative is to make sure that all houses in Jackson, Mississippi build a separate bathroom for the colored maids and workers. She believes that colored people carry different germs and illness that will harm the whites (p. 184):
Hilly Holbrook introduces the Home Help Sanitation Initiative. A disease preventative measure. Low-cost bathroom installation in your garage or shed, for homes without such an important fixture.

Ladies, did you know that:
- 99% of all colored diseases are carried in the urine
- Whites can become permanently disabled by nearly all of these diseases because we lack immunities coloreds carry in their darker pigmentation
- Some germs carried by whites can also be harmful to coloreds too

Protect yourself. Protect your children. Protect your help.

From the Holbrooks, we say, You’re welcome!

In the bridge club day that is held in Elizabeth’s house, Hilly tells all the white ladies in the room to follow her example, installing the separated bathroom for all of the colored helps. Skeeter is surprised by Hilly’s idea. She thinks that Hilly’s movement is very outrageous. “Maybe we ought to just build you a bathroom outside, Hilly” (p. 10).

Despite being embarrassed, Hilly seems upset with Skeeter’s words. She says that if Skeeter wants to go against her, she will kick her out from Junior League. After finishing the game, Skeeter moves to Elizabeth’s kitchen. She knows that Aibileen listens to this conversation and finds out that the talk about bathroom hurts Aibileen’s feelings. Hilly Holbrook thinks that coloreds are dirty only because they have darker skin colour. Therefore, she asks Aibileen whether or not she wants to change the situation in their society. Skeeter tries for the first time to ask her to join her project, writing a book about the lives of colored maids in Jackson, Mississippi.

In the next bridge club day, after Elizabeth Leefolt installed the separated bathroom for Aibileen, Hilly Holbrook brings up the talk about her initiative. She
wants the society to think that the separated bathroom symbolizes equality. She also forces Aibileen to thank her for the thing that hurts Aibileen’s heart.

“Yes ma’am.” Aibileen opened a drawer and reached inside, but Hilly kept looking at her. It was so obvious what she wanted. Another second passed with no one moving. Hilly cleared her throat and finally Aibileen lowered her head. “Thank you, ma’am,” she whispered. She walked back into the kitchen. It’s no wonder she doesn’t want to talk to me. (p. 129)

One day, when Skeeter visits the state library, she finds a booklet about a compilation of Jim Crow law. She opens that booklet and read through the pages. The content of the booklet is very pathetic for her (p. 203).

I read through four of the twenty-five pages, mesmerized by how many laws exist to separate us. Negroes and whites are not allowed to share water fountains, movie houses, public restrooms, ballparks, phone booths, circus shows. Negroes cannot use the same pharmacy or buy postage stamps at the same window as me.

After reading the booklet, Skeeter realizes that the initiative made by Hilly has no difference with Jim Crow law practiced in Southern America. Whites and coloreds have to use separated public places. Even the library for coloreds is also separated from the library for whites. Aibileen has to ask Skeeter to borrow some books that only belong to the whites’ library for her. “On her twelfth title, I have to know. ‘Aibileen, how long have you been wanting to ask me this? If I’d check these books out for you?’ ‘A while.’ She shrugs. ‘I guess I’s afraid to mention it.’” (p. 179).
2. Deeper Meaning

In order to know the meanings of racism issues happened in the life of the three main characters, theory of motivation, theory of needs and socio-historical background are applied in this section. The discussion is splitted into three sections: Aibileen Clark, Minny Jackson, and Eugenia ‘Skeeter’ Phelan. The splitted sections are conducted in order to easily understand the meanings of racism issues described in the novel from the three different point of views.

a. Aibileen Clark

Aibileen is an introverted person. She presents a very calm attitude in facing her problems, even though her mind is very crowded of ideas and thoughts. Her life is not easy. The death of her only son, Treelore, leaves a big hole in her heart. It makes her life empty and miserable, moreover after she knows that her son’s dead body were treated inappropriately. She also never gets a day off to commemorate Treelore’s death. “Three years ago today, Treelore died. But by Miss Leefolt’s book it’s still floor-cleaning day” (p. 114).

The way white people treat her son’s body, arrest and imprison colored people for saying the truth, and act like nothing is important about the death of colored people make Aibileen becomes extra careful in every step she makes. She follows all the rules and laws applied in the society around her. She is too afraid of crossing the line and making changes in her society. She is afraid that she will also be arrested, imprisoned, or killed. She still sees herself as the victim of the crucial issues happened in her society.
However, she changes her mind after she meets Mae Mobley and Skeeter. She also sees the probability of her growing to be like Hilly Holbrook. Moreover after Minny tells her what happens between them and Elizabeth installs separated bathroom for her. Aibileen begins to understand the meanings of the crucial issues happened in her society and sees the chances of her making a change in the society around her. Before she reaches the understanding about the meanings of crucial issues happened in society, she has to reach self-actualization first.

In order to achieve self-actualization, Aibileen needs to fulfil the basic needs of her life first. According to Maslow (1943), a person is motivated to achieve certain needs, and when the previous needs has been fulfilled, that person seeks other needs to be fulfilled. In Aibileen's case, her biological and physiological needs have been fulfilled. She has a job and something to eat. Therefore, she moves to fulfil the safety needs.

She feels that her society is not safety for her. Therefore, she does not move to the next stage of needs. She seeks for something and someone that can make her feels safe. When Skeeter asks Aibileen to join her in a project of changing their society, Aibileen asks Skeeter whether the project is safe or not.

After Skeeter promises her that they will change her name in the book, she begins to believe her. In this stage, Aibileen has fulfilled her security need. She moves to the next stage, the love and belongingness needs. She knows that she is able to give love and to be loved. She has Minny and Louvenia as her bestfriends, Skeeter as white lady who trusts her, and Mae Mobley who loves her. “She turn from the birdbath and smile and holler, ‘Hi, Aibee. I love you, Aibee,’ and I feel a
tickly feeling, soft like the flap a butterfly wings, watching her play out there” (p.107).

After fulfilling the love and belongingness needs, Aibileen moves to fulfill her esteem needs. Maslow (1970) identifies two levels of esteem needs which are reputation and self-esteem. In Aibileen’s case, she has fulfilled her needs of recognition. All people in her society knows that her prayers work better than regular people’s prayers, and her friends like to ask her to pray for them (p. 27). Moreover, she is confident of herself, her unusual prayers, and also her knowledge about taking care white babies. She respect herself as much as she respect other people and she knows that she is accepted by people in her society.

Aibileen also reach her esteem needs by involving in Skeeter's project. She takes a part of the stories in the book and tells Skeeter about her feelings as a colored maid working for Leefolt family. She also tells Skeeter about the treatments she gets from Elizabeth Leefolt, and also how Elizabeth treats her daughter, Mae Mobley. By doing so, Aibileen has fulfilled esteem needs and seeks to fulfil cognitive needs.

After taking a part in Skeeter’s project, Aibileen begins to open her eyes about the issues happened in her life and also in her society. She learns that all issues happened around her come to one thing that is crucial and needed to stop. Aibileen puts in her mind that not all white people are mean, that Skeeter is on her side, protecting her and the other maids, and does not betray her. Aibileen has fulfilled her cognitive needs, and seeks to fulfill the aesthetic needs.
Aibileen tries to see the beauty in her and in people around her. Aibileen agrees that Mae Mobley is fat and not considered as beautiful baby, like what her mother thinks of her, but Aibileen can see the other form of beauty lies in Mae Mobley’s soul. She can also fully understand that beauty is not something that can always be seen. Beauty is something that lies within people. Aibileen is then able to see that the world around her is also beautiful. “And I swear I see, down inside, the woman she gone grow up to be. A flash from the future. She is tall and straight. She is proud. She got a better haircut” (p. 521). Aibileen is able to see the beauty within Mae Mobley. She has fulfilled the aesthetic needs.

Finally, Aibileen moves to seek the fulfillment of her self-actualization needs. She observes herself and also the society around her. She realizes that she has changed in a good way. She has accepted her life for who she is and all things happen in her life. From the two main events in her life, she understands that the racism that becomes the crucial issues in her life can actually be prevented. She understands that each person is able to change to be good or bad, depends on the experiences that person has. She finds that racism is not something that is born with a person and inherited by biological gene. Racism is something that grow and is learned in the society. It is inherited by social customs. “Cause that line ain’t there. Except in Leroy’s head. Lines between black and white ain’t there neither. Some folks just made those up, long time ago. And that go for the white trash and the so-ciety ladies too” (p. 368).

When Hilly Holbrook asks her opinion about separated schools for white and colored students, Aibileen answers her with a courageous attitude. She tells
Hilly that schools for white students should not be segregated from schools for colored students. “But then I think: Why? Why I have to stand here and agree with her? And if Mae Mobley gone hear it, she gone hear some sense. I get my breath. My heart beating hard. And I say polite as I can, ‘Not a school full a just white people. But where the colored and the white folks is together’ ” (p. 218).

Aibileen realizes that racism is just a matter of paradigm. Each person can be either a racist person or not depends on how the person is educated by the parents and the society where the person lives. Therefore, Aibileen manages to teach Mae Mobley to treat people without differing their skin color. By doing that, she is ready to fulfill the next stage of needs which is self-transcendence.

b. **Minny Jackson**

Minny is an extrovert person. She presents bold dan daring attitude in facing her problems. She always states her mind and does not care about others’ opinion of her. She has many friends whom she talks to, but she only shares her problems and thoughts to Aibileen. Just like Aibileen, Minny’s life is not easy either. She has a drunkard husband and five kids to be looked after. Moreover, after Hilly Holbrook sent Mrs. Walters to the retirement house and blew false rumor over Jackson, she could not get herself a job. “…wasn’t nobody in town gone hire a sass-mouthing thieving Nigra for a maid” (p. 398). However, her misery lasted only until Aibileen got her a job to work for Celia Rae Foote.

Minny’s past experiences was miserable. She has many bad experiences with her family and also with her previous white ladies. Since she was just a girl, she had to work hard to help her mother made a living for her family. His father
was also a drunkard like her husband, Leroy. He could not stand for his family. Meanwhile, her mother had to earn more money for her sister’s heart problem.

“I was about to quit school and start my first real job. Mama wanted me to stay on and go to ninth grade—she’d always wanted to be a schoolteacher instead of working in Miss Woodra’s house. But with my sister’s heart problem and my no-good drunk daddy, it was up to me and Mama.” (p. 45)

Her previous white ladies were not good either, and made herself more miserable. “They all bad” (p. 266). One of her white ladies made her pay for the crystal glass she broke with a price that much higher than it should be. The other one made her ate her lunch outside even when it was snowing, and the last white lady made her tried the new color of hair dye solution the lady would use that made her looked funny, having dark skin with blue hair (pp. 266-267). Those bad experiences shapes Minny’s attitude towards people around her who she has not known yet. She trusts no one except Aibileen.

She changes her viewpoint after she meets Celia Rae Foote and works for her as a maid in her husband’s mansion. With Celia’s ignorance attitude towards colors differences, she begins to understand the crucial issues in her life are emerge into one thing, called racism. At first, what she understood only that white people and colored people were not destined to be together because of the differences. However, Celia’s attitude, Aibileen’s softness and Skeeter’s sincerity help her to find the meanings of racism as the cause of crucial issues happened in her life. In order to find it Minny has to be a self-actualized person first, and she has to go through the stages of needs.
Eight stages developmental model, as known as Maslow’s eight-stage model hierarchy of needs, is a theory found by Abraham Maslow. Each stage of needs explains Minny’s motivation in doing something. According to Maslow (1943), a person is motivated to achieve certain needs, and when the previous needs has been fulfilled, that person seeks other needs to be fulfilled. The basic needs are known as biological and physiological needs. Minny’s need of food, drink, sex, warmth, shelter, and other body needs has to be fulfilled to move to the next stage of needs.

Minny is known for having a house in Gessum Avenue, near Aibileen’s house. “We’re walking home in the three o’clock heat .... We turn on Gessum, ....” (pp. 254-255). She also has a job in Celia’s house that makes her able to buy food for her and also her family. She also has a husband, five kids, and clothes to wear. Minny has fulfilled her biological and physiological needs and seeks to fulfill the next stage, safety needs.

The first time Aibileen asks Minny to join her project with Skeeter, Minny says that she will not do that because it is very dangerous. “Ain’t no way I’m gonna do something crazy as that” (p. 152). Finally, after Aibileen joins the project, Minny tells Skeeter that she also wants to join the project, telling her stories about being a maid working for white ladies. However, since Minny has many bad experiences, Minny joins the project only because of Aibileen. She does not trust Skeeter. She thinks that Skeeter is just like her bestfriend, Hilly Holbrook who is mean and inhuman. Moreover, Minny has a terrible secret involving Hilly. She feels insecure every time she tells Skeeter about her story. She is afraid that
Leroy will find out about her joining the project and hit her.

After Aibileen tells her that Skeeter is different from Hilly Holbrook of the other mean white ladies, Minny begins to think that Skeeter is different. “It’s just Miss Skeeter, she ain’t like the rest” (p. 255). Minny begins to trust Skeeter because she trusts Aibileen, but it’s still not guarantee that Leroy will not hit her when he finds out about the project of the book. She always seems oppressed every time she does the interview with Skeeter. Finally, Minny fulfills her safety needs when the book has been released. She gets pregnant, and the baby makes her feels secure because Leroy will not hit her everytime she is pregnant. “Thank you for this baby, I pray. Because that’s the only thing that saved me, this baby in my belly. And that is the ugly truth” (p. 485).

After her safety needs has been fulfilled, Minny seeks to fulfill the love and belonging needs. She can fulfill this stage of needs easier because she has a husband and five kids who love her, and also Aibileen who always stands beside her and supports her. She also gets the love that she never predicts from Celia Foote. The evidence can be seen through Minny and Celia’s conversation, as follows (p. 157):

Miss Celia gets up and comes over to the sink where I’m standing. She grabs hold of my arm. “I’m sorry I hollered at you like I did.” Tears brim up in her eyes when she says it. “Mm-hmm.”
“I was sick and I know that’s no excuse, but I was feeling real poor and . . .” She starts sobbing then, like the worst thing she’s ever done in her life is yell at her maid.
“Alright,” I say. “Ain’t nothing to boo-hoo over.” And then she hugs me tight around the neck until I kind of pat her on the back and peel her off. “Go on, set down,” I say. “I’ll fix you some coffee.”
Celia Rae Foote is not like the other white ladies Minny used to tend to. She is sweet and able to love to all people around her, including Minny. Minny never expects to receive love from Celia, since she is a white lady, but Celia’s attitude shows that she loves her. She is able to say her apologize for hollering at a colored maid. It makes Minny feels that she is accepted everywhere she belongs. She has fulfilled her love and belonging needs and seeks to fulfill her esteem needs.

Minny is a good cook and she knows it. “Except my kids, my cooking’s the only thing I’m proud of” (p. 147). When she knows that Celia is skinny, she begins to worry. “I just hope she’s an eater. Because I’m a cooker and that’s why people hire me” (p. 38). She knows that white ladies hire her because they know that Minny's food is the best food in Jackson, Mississippi, and her speciality is chocolate pie. Hilly Holbrook always loves Minny's chocolate pie because it is the best pie in the town. “What do you put in here, Minny, that makes it taste so good?” (p. 399). Johnny Foote also loves Minny’s cook. He praises her for making a very good meal for him (p. 162):

“Fire you?” He laughs. “You’re the best cook I’ve ever known. Look what you’ve done to me.” He frowns down at his stomach that’s just starting to poke out. “Hell, I haven’t eaten like this since Cora Blue was around. She practically raised me.”

Many people acknowledge that Minny is the best cook in Jackson, Mississippi. She realizes that people are saying the truth and she believes them. By receiving many praises for her food, Minny has fulfilled her esteem needs and seeks to fulfill the cognitive needs.
Minny knows that she is a sass-mouthing and hot-blooded person. She also realizes that not all people like her because of her attitude. Therefore, she likes to listen to Aibileen’s advices. She knows Aibileen is older than her, having more experiences and wiser than her. Whenever she gets mad of something, or wants to know about something, she will go to Aibileen. The evidence can be seen through Minny's thought about Aibileen as follows (p. 369):

“I guess I got to go,” I say, even though I'd rather spend the rest of my life right here in Aibileen’s cozy little kitchen, having her explain the world to me. That’s what I love about Aibileen, she can take the most complicated things in life and wrap them up so small and simple, they’ll fit right in your pocket.

Minny always opens her mind and heart about knowledge she wants to know: “Go ahead,” I say. “I ain’t afraid a no philosophy” (p. 367). Minny knows that she needs to learn about new things and open her mind about any knowledge in this world. She has upgraded her knowledge and fulfilling her cognitive needs.

In order to fulfill the aesthetic needs, Minny needs to see the beauty around her. Maslow (1943) argues that a person reaches aesthetic needs when the person loves to see the beauty in this world, and when the person is comfortable with something that is in order. Minny is an ENTJ person. With judging preference, she loves tidiness. “It’s enough mess to drive me crazy. I ain’t even got the job yet, and I’m already looking over at the sink for a sponge” (p. 37). She also value cleanliness. She can see the beauty of the environment around her. Therefore, she has fulfilled the aesthetic needs and ready to be a self-actualized person.

Minny, with the help of Aibileen, finally can see that not all white people are mean and not all colored people are better than whites. There are always good
and bad things in each person. She also fully understands that there is no line separating white from colored, or any other line. She understands that it is just a paradigm made by people. Finally, she can value herself more and manages to be the best she can. “If Miss Hilly gone be in the same room as Miss Celia, telling her lies about me, I want a be there” (p. 368). Minny is not afraid of Hilly Holbrook or other white ladies anymore because she knows the meanings of racism that leads to the crucial issues happened in her life.

c. Eugenia ‘Skeeter’ Phelan

Eugenia ‘Skeeter’ Phelan is a white lady who belongs to the high-society Junior League. She is also a daughter of Longleaf owner, a cotton plantation located in Jackson, Mississippi. However, those facts do not make her life easy. She also has bad experiences like Aibileen and Minny do. Her past is not as good as Elizabeth and Hilly’s, but she manages to stand on her own feet and fights for herself. She has reached her self-actualization in a young age.

The facts about being a rich white girl with two parents and a brother plus Constantine who love her make Skeeter achieve the first three needs. People admit her to have good writing skill by making her as an editor of Junior High newspaper. When she applies a job in Jackson Journal, the chief also acknowledges her achievements: “Murrah High editor three years, Rebel Rouser editor two years, Chi Omega editor three years, double major English and journalism, graduated number four... Damn, girl,” he mutters, “didn’t you have any fun?” (p. 85). Therefore, she has fulfilled her esteem needs. She seeks to fulfill the next stage, cognitive needs.
Skeeter is a smart young lady. She is a graduate from a college in Ole’ Miss with two degrees: English and journalism. However, she feels that she needs to upgrade her knowledge. She knows that she always has Constantine who is also a place to look for new knowledge. Skeeter is closer to Constantine than her mother. She is the one who raises her and takes care of her since Skeeter was still a baby. Constantine is also the one who always says good things to Skeeter. From Constantine, she understands that racism is only a word. She can see that skin color is not something that can define how good or how bad a person is. She also get that knowledge from her parents. She observes how her father and mother love their colored workers. She manages to apply that knowledge in her own life. Skeeter has fulfilled the cognitive needs.

Some people say that Skeeter is not pretty. She has a very tall body for a girl. Even her brother, Carlton, mocked her for being looked like a mosquito. “When I was born, my older brother, Carlton, looked at me and declared to the hospital room, ‘It’s not a baby, it’s a skeeter!’ and from there the name stuck.” (p. 66). Skeeter has a very thin body with very long legs. “I was five-foot-eleven...” (p. 67).

Skeeter is used to be called ugly by her friends and also her brother’s friends. She would feel sad and cry after that. Only Constantine who understood her and was able to soothe her. She says that Skeeter does not need to feel sad because nobody can define her except herself (p. 73):
Constantine sat down next to me, at the kitchen table. I heard the cracking of her swollen joints. She pressed her thumb hard in the palm of my hand, something we both knew meant *Listen. Listen to me.*

“Ever morning, until you dead in the ground, you gone have to make this decision.” Constantine was so close, I could see the blackness of her gums. “You gone have to ask yourself, *Am I gone believe what them fools say about me today?* ”

Constantine’s advice helps Skeeter to reach aesthetic needs and self-actualization needs. Skeeter can see that she is beautiful in her own way. She can also see that beauty is not merely about face. She realizes that Constantine is also beautiful by heart. Skeeter never forgets Constantine words. She brings it within her mind and her heart and seek to develop her self actualization.

Skeeter knows herself and what she wants in her life. Her dream is to be a writer. Before applying for Jackson Journal, she applied in Harper & Row as a junior editor position. However, she lacks of experiences. Elaine Stein, the senior editor, asks her to gain more experiences before she goes back to apply in Harper & Row.

When Elaine Stein challenged her to write about something that bothers her, at first she was confused and frustrated. However, suddenly she got enlightenment when she was looking at the documents and books about racial discrimination. Then she started her project, which was in the form of a book telling about the real life of the colored maids working in white families in Jackson, Mississippi. She already knew that it was not an easy thing to write a book like that. Even Missus Stein told Skeeter that it was a good but risky project. She said that Skeeter would face the difficulties of finding the maids who are
willing to be interviewed, because they are afraid of the consequences they would face if they agreed on helping her writing a book like that.

Skeeter was actually not really sure about what consequences she would face if she keeps on writing the book until Minny says that she will assure their safety by giving Skeeter her secret about the terrible awful chocolate pie. The interview sessions with the colored maids convince her that skin color is only a paradigm made by people in her society: “Wasn’t that the point of the book? For women to realize, We are just two people. Not that much separates us. Not nearly as much as I’d thought” (p. 492). Skeeter has achieved her self-actualization needs and manages to develop it. She can see the beauty in every single thing she sees, and knows that racism which leads to the crucial issues in her society should not become an issue anymore.

Therefore, Skeeter is motivated to write the book which is telling about the lives of the colored maids in her society by intrinsic and extrinsic motivations. Her intrinsic motivation is because she is educated to be an open-minded person by her parents and her maid, Constantine. The extrinsic motivation is because she finds the ironic facts in her society, that there is no differences between Hilly’s initiative and Jim Crow law. Both of them are just the same and she wants to fight on that issue. Finally, Aibileen, Minny and Skeeter find that racism is just a paradigm created by people in the society. The paradigm is shaped by the teachings which are existed before. Racism would not have taken place in Jackson, Mississippi, early 1960s if people already could meet their self-actualization needs.
CHAPTER V

CONCLUSIONS, IMPLICATIONS AND SUGGESTIONS

This chapter consists of three parts which are conclusions, implications and suggestions. In conclusions part, the summary of the findings of this study are provided. Implications part shows the relationship between the finding of the study and educational issues in general. Suggestions part is provided with suggestions for future researchers, students and English lecturers.

A. Conclusion

There are two points that can be concluded from this study related to the research questions. The first one is how: Aibileen Clark, Minny Jackson and Eugenia ‘Skeeter’ Phelan are described in Kathryn Stockett’s The Help. Based on the theory of personality by Jung, the three main characters personalities are defined unique and personal. Therefore, their personalities are different from each other. They possess both extraversion and introversion attitudes, but in unbalanced portions. Aibileen and Skeeter’s introversion attitude dominates their personality, while Minny’s extraversion attitude dominates her personality.

Physical appearance also has a role in molding Aibileen, Minny and Skeeter’s personalities. In the novel, Aibileen and Minny are described as two colored women who work for white families in Jackson, Mississippi. They have plump and short body with dark-brown skin color. Aibileen is older than Minny
by seventeen years. Aibileen is 53 years old, while Minny is 36 years old. They always wear white uniform and a pair of black shoes when they are working. Their physical appearance is called as pyknic type. People with pyknic type tend to be extroverts who like being in the center of attention. Both of them possess extrovert attitude. However, Aibileen is apt to be an introvert after losing her son.

The other character, Skeeter, is described as 23-year-old white woman whom body type is considered as the asthenic type. She is thin and too tall for a woman. She always wears decent clothes that her mother picked for her. A person with asthenic type tend to have shy and introverted personality. As an asthenic, Skeeter is an introvert and tends to drawn away from social contacts.

According to Myers-Briggs type indicator theory, personalities are classified into sixteen types. Those types are formed by combining four areas of preferences. Aibileen possesses an introverted sensing feeling judging personality, as well known as ISFJ personality. As an introvert, she is shy and always feel insecure. Aibileen has many thoughts, but she likes to keep them for herself. However, she is willing to work hard for a long time. She also relates well with Mae Mobley and Minny who need her help. She is a mature and generous character in the novel.

Minny Jackson possesses an extroverted intuitive thinking judging personality, as well known as ENTJ personality. As an extrovert, she likes to become the center of attention. She tends to express her feelings and thoughts easily and be able to hate passionately. It is proven by her revenge towards Hilly Holbrook. She is also a bold and caring character in the novel.
Skeeter possesses an introverted intuitive feeling perceiving personality, as well known as INFP personality. She tends to feel insecure when she meets unfamiliar situations. She tends to keep her thoughts for herself. As an intuitive person, Skeeter is able to sense something that will happen in the future, and knows that some bad things happen in her society. She is also a passionate and open-minded person, that is proven by her struggles to write the controversial book.

The second point is to find out the meanings of racism that leads to the crucial issues happened in the three main characters’s life. Theory of motivation and needs are applied to answer the second problem formulation. The three main characters’ motivation in writing a book which tells about the life of colored maids in Jackson, Mississippi is triggered by intrinsic and extrinsic factors. All of them have different problems in their lives which are considered as crucial. Those problems come into one big issue called racism.

The three main characters are motivated to solve that racism issue because they want to fulfill the hierarchy of needs and reach self-actualization. After they have met the self-actualization needs, they can understand about what the meanings of racism are. They find that racism is only a paradigm which is created by people. Racism is not inherited by gene. It is inherited by social custom lies within the society. They know that each person is able to be a racist person or not, depends on how they are educated.
B. Implications

There are many kinds of literary work such as poems, songs, dramas, novels and scripts. Each kind of literary work depicts the reality of human beings. A novel is the one that can be used to gain knowledge and meaning through the story in it. Many things can be learned through a novel, such as the language and the moral values. By reading a novel, students will not only gain knowledge on the language, but also learn the moral values which are inserted in it. The Help by Kathryn Stockett is a good novel because it contains several moral values that can be learned by the students.

Racial discrimination still exists and becomes a serious issue in some areas in this world, including Indonesia. The researcher still find many students treat people based on the skin color. This is a sad truth because people’s knowledge in science have developed, but their morality is still low. When a person from a particular race or ethnicity does a bad thing, people say that the bad thing is inherited in the race. Therefore, that particular race or ethnicity is labelled bad.

Kathryn Stockett’s The Help presents human experiences. It tells about the truth happened in Jackson, Mississippi, early 1960s during Civil Rights Movement. From this novel, students and also all educated people in this world are expected to learn from the racism issues faced by the three main characters and how they define the meanings of racism at the end of the novel. Then, they are expected to apply those values in their lives and pass them to people in their society. Therefore, there will not be any racist movement anymore, and our society becomes a better place to live.
C. Suggestions

*The Help* is a very rich novel written by a talented author. Kathryn Stockett puts her personal experiences in this novel that makes this novel rich and unique. This study focuses on the racism issue that becomes the main issue in this novel. However, this novel can also be analyzed from many different point of views. *The Help* shows not only racism issue as the main theme, but also many issues happened in our environment nowadays. There are parenting issues that are showed by Leefolt couple who do not pay much attention and affection to their daughter, friendship issues that can be seen from the friendship between Skeeter, Elizabeth and Hilly, and the friendship between Aibileen and Minny, and also relationship issues showed by the romantic relationship between Celia and John Foote.

The future researchers, who are interested in analyzing *The Help* as their object of study, are suggested to combine the racism issue as the main issue in this novel and parenting issues as showed by Leefolt and Phelan family. This topic is interesting because nowadays, racial discrimination still exists in Indonesia. Even children begin to bully their friends because of physical appearance. Therefore, moral education from parents and teachers is important to shape children’s attitude toward people from different races and cultures. This study will not only able to be a reflective reading material, but it will also able to foster tolerance among people in multicultural society. The English lecturers can also use this study as a teaching material in literature class to introduce the students about black English and how colored people use it in their daily lives. In general, this
study contributes on the growth of people who respect on the existence of diversity, and it begins from the children of this country. Therefore, this idea contributes in making a better change for Indonesia and the world.
REFERENCES


APPENDICIES
"The Help" written by Kathryn Stockett is a work of fiction. The book tells the story of Jackson, Mississippi in the early 1960s, starting in 1962 and ending in 1964. These are turbulent times for the entire country but especially turbulent for the people in Jackson, who are being forced to face up to their old ways - ways that are no longer acceptable to many. For the most part those ways revolve around segregation and the mistreatment of the Negroes that live and work in a white man's town.

The first to be introduced is Aibileen Clark, a 53 year old woman that has been in service nearly her entire life. Aibileen works for the Leefolt family, run by Elizabeth Leefolt. Aibileen takes care of Mae Mobley Leefolt, a two year old girl that is neglected by a mother that does not pay attention to or care for her own child. Aibileen will raise the child, just like she has raised 17 others.

Minny Jackson is the next to be introduced. Minny is a sassy, loud, irritable black woman that works for Hilly Walters Holbrook. Minny is the best cook in town but talks back to the Holbrooks enough to get her fired. Minny gets revenge on Hilly which haunts her until the end.
The next person to be introduced is Eugenia "Skeeter" Phelan. Skeeter is best friends with Hilly Holbrook and Elizabeth Leefolt. The 23 year olds have been friends since childhood and have remained close although Skeeter is fading away from the lifestyle she once knew. Skeeter wants to be a writer more than anything but quickly learns that she is sorely under qualified for the position she applied for at Harper and Row, the famous New York publishing house. Skeeter does get advice from an editor at Harper and Row and runs with it. Mrs. Stein, the editor, tells Skeeter to write about something that disturbs her. That is what makes writing good. Skeeter begins to write about the help - the Negro servants in every white household in Jackson and across most of the South.

Skeeter is on a mission to interview maids to find out what their lives are like working for white people. Skeeter is truly interested in knowing their stories and sharing them with the world. The first person Skeeter interviews is Aibileen. Aibileen is reluctant at best but agrees to help Skeeter with the project. The relationship grows between the two women until they become good friends. Minny is the next person to come on board to work on the project. Soon the story becomes a book and Skeeter struggles to get people to help amid all of the turmoil happening around them, including the deaths of Medgar Evers and JFK.

Things in Skeeter's life are not a bed of roses, either. Her mother is dying, her prominent boyfriend withdraws his marriage proposal and Skeeter learns that her maid and lifelong friend has died.

When the book hits the stores the town is in an uproar. Soon, everything changes. Aibileen is fired, Minny might be leaving her abusive husband, and
Skeeter accepts a job in New York. A real hornet's nest has been stirred up by these brave women and Jackson will never be the same.

Source:
NN. (2017). The Help Summary

Picture source:
https://pbs.twimg.com/media/CvUOtAsXEAAzLz3.jpg
Appendix 2

Biography of Kathryn Stockett

Kathryn Stockett is a writer and editor of American origin. Born in 1969 in Jackson, Mississippi, she is best known for her critically acclaimed novel *The Help*.

Stockett studied creative writing and English for her undergraduate course from University of Alabama. Then she moved to New York in order to pursue work in publishing business. For about nine years she offered her services in marketing and publishing of magazine there and later relocated in Atlanta, Georgia. She shifted her interest to literary writing as she moved back to South.

After five years of hard work on her personal writing project she finally had *The Help* published in 2009. It was not easy for Stockett to find a willing literary agent to represent her work. After rejection from 60 literary agents consecutively, eventually agent Susan Ramer took upon the task. The novel became a milestone in Stockett’s writing career earning a tremendous praise for writing on a unique subject matter. The inspiration for the novel is Stockett’s own childhood.

*The Help* highlights the relationship dynamics between whites and their African-American domestic help in South. At first Stockett was reluctant to write
about the dynamics of this relationship as she knew it would be heavily criticized. In her interviews she recounted her experience as a child in South where Jackson had equal population of white and back, though she never saw any black receiving education. Her childhood memories are only of blacks as domestic help for white people which she assumed customary affair. It was not until she moved to North she was able to see the bigger picture. She realized that she was living in an isolated place where blacks were not considered equal race.

As she shared her childhood experiences of black domestic help in her family with other Southerners, she mulled the idea of writing down a story on it. The model for her novel was her close relationship with a black housekeeper, Demetrie. In an interview, Stockett sketched Demterie’s life who was underprivileged and was treated somewhat like a slave despite the change in segregation laws in 70’s. Every family in Stockett’s town had a black woman as a domestic help and they were expected to wear a white uniform which granted them access to white people’s markets. They were not allowed privacy or offered any sort of comforts.

During the initial process of writing Stockett employed the first-person narrative of a black housekeeper, thinking her work would never have any readership. It was not until she let her friends read the book in order to get their valuable feedback, she felt concerned about her narrative technique and depiction of characters. Despite her apprehension, the novel won rave reviews from readers and critics alike. Over ten million copies of the book have been sold in over 42
different languages. In 2011, the novel was adapted into film by Walt Disney Studios.

After publication of the novel, Kathryn Stockett professed that she felt mortified that it took her 20 years to see the unjust treatment of blacks. And the sole reason for her writing *The Help was* to understand why she couldn’t see through the duplicity of things in South. The memories of Demterie still haunt her and make her wonder what her childhood companion would think of present America, electing a black president twice.

Adapted from: http://www.famousauthors.org/kathryn-stockett