

## BERNARD'S PERSEVERANCE AND AMBITION TO GO AGAINST RACIAL DISCRIMINATION TO ACHIEVE HIS SUCCESS THE BANKER (2020)

Revida Engelbetha Simanjuntak<sup>1</sup>, Tri Wulandari<sup>2</sup>

Universitas Pertiwi<sup>1,2</sup>

Jl. Dewi Sartika, Kav.2&3, Cililitan, Jakarta.

Email revida.engel@pertiwi.ac.id<sup>1</sup>, triwuland17@gmail.com<sup>2</sup>

---

### ABSTRAK

---

#### **Kata kunci:**

Diskriminasi Rasial,  
Efek, Orang Kulit Hitam.

Penelitian ini berjudul *Bernard Perseverance and Ambition to go Against Racial Discrimination to Achieve His Success in George Nolfi's movie, The Banker* (2020). Ada tiga pertanyaan yang harus dijawab dalam tesis ini, yaitu: Diskriminasi ras seperti apa yang dialami oleh Bernard?, Bagaimana Bernard melawan diskriminasi rasial di masyarakat dan meraih kesuksesannya? dan Apa alasan di balik ketekunan dan ambisi Bernard untuk menjadi seorang bankir yang sukses?. Penelitian ini bertujuan untuk menganalisis macam-macam diskriminasi rasial yang dialami orang kulit hitam di Amerika dan pengaruhnya terhadap sisi psikologis mereka. Penulis menggunakan pendekatan dan teori dari Henry dan Tator, Dahrendorf, Duckworth dan Adler untuk menggambarkan bagaimana diskriminasi rasial terjadi dalam masyarakat dan apa pengaruhnya terhadap orang-orang yang menghadapi diskriminasi. Pendekatan kualitatif diterapkan dan metode deskriptif digunakan dalam tesis ini. Hasil penelitian menunjukkan bahwa diskriminasi rasial berpengaruh besar pada orang kulit hitam di Amerika yang menghadapi keterbatasan hak warganya karena undang-undang yang dibuat pemerintah cenderung mendukung mayoritas ras, kulit putih.

---

### ABSTRACT

---

#### **Keywords :**

Black People, Effect,  
Racial Discrimination

*This thesis is entitled Bernard Perseverance and Ambition to go Against Racial Discrimination to Achieve His Success in George Nolfi's movie, The Banker (2020). Three questions to be answered in this thesis: What kind of racial discrimination was experienced by Bernard? How does Bernard fight against racial discrimination in society and get his success? Furthermore, what are the reasons behind Bernard's perseverance and ambition to become a successful banker? This thesis aims to analyze the racial discrimination black people in America experience and how it affects their psychological side. The writer uses approaches and theories from Henry and Tator, Dahrendorf, Duckworth, and Adler to describe how racial discrimination happens in society and its effect on the people who face it. The qualitative approach is applied, and the descriptive method is used in this thesis. The result shows that racial discrimination has a significant effect on the black people in America who face the limited rights of citizens due to government laws that tend to support the majority of the race, whites. The qualitative approach is applied, and the descriptive method is used in this thesis. The result shows that racial discrimination has a significant effect on the black people in America who face the limited rights of citizens due to government laws that tend to support the majority of the race, whites.*

---

## **INTRODUCTION**

Humans naturally label one another. This behavior is not always a cause for concern. However, it will be dangerous if it turns into hatred, especially if it is accompanied by deep-rooted anxiety. It will lead to prejudice, discrimination, and opposition to someone of a different race. Discrimination and racism occur because certain races feel superior to people from other groups, and there are stereotypical thoughts. The problems experienced by humans are portrayed in the form of written or oral work so that we can take lessons from that work.

The phenomenon of racial discrimination that occurs in society can be used as inspiration for writers in doing literary works. Racial discrimination occurs because of unequal power relations between social groups in society, which results in racially discriminatory behavior, namely discrimination against a person or group of people based on their race. According to Castles, "Racism is not an aberration or a result of individual pathology. It is a set of practices and discourses deeply rooted in modernity's history, traditions, and culture. Racism exists in various forms in all modern societies and plays a crucial role in consolidating nation-states by providing an instrument for defining belonging or exclusion. (1996: 31)."

In other words, racial discrimination is a form of practice and discourse deviation that is influenced by existing history, tradition, and culture because it has dominated and is rooted in both the thinking and behavior of an individual or a group towards other individuals or groups outside the group

The Banker is an American movie released in 2020 and directed by George Nolfi, one of America's famous screenwriters. George Nolfi was born on June 10th, 1968, in Boston, Massachusetts, the U.S. He graduated from Harvard Princeton University summa cum laude with a Bachelor's in public policy. He was awarded a Marshall Scholarship to Oxford University. He completed some graduate work there in philosophy and then switched to the doctoral program in political science at UCLA. He wrote, directed, and produced this movie by himself. He co-wrote The Bourne Ultimatum with Tony Gilroy and Scott Z. Burns. In 2004, he adapted his spec screenplay Honour among Thieves (previously considered a John Woo vehicle) into Ocean's Twelve, the sequel to Ocean's Eleven. He has also written screenplays for Timeline and The Sentinel.

The Banker movie is about a black male named Bernard Garrett who wanted to get into the real estate business but faced racism that prevented him from becoming a successful real estate investor. Until, by chance, he met the owner of a rich black club, Joe Morris; he convinced Joe to become his partner investor. The two eventually convinced Matt Steiner, a white laborer, to appear in front of the company at a meeting to facilitate the sale and teach Matt the basics of real estate investing. As a result, they became successful in Los Angeles real estate. After this success, Bernard set his sights on a local bank in his hometown of Texas to provide loans to black residents. Racist banking practices have excluded blacks from accepting loans for small businesses and homeownership.

The writer is interested in being analyzed because, in this movie, there are discrimination and racism cases, for example, the marginalization of black people with the segregation of facilities between blacks and whites and white people who get better rights than blacks. There are compelling cases in the movie, such as moral values and American history, based on a true story. This movie shows how a black male fights against discrimination and racism to succeed in

becoming a real estate businessman. This movie also depicts the changes in racial discrimination experienced by black people in America, if we compare today, black people in America have gotten better treatment, and racial discrimination is no longer a big issue. This is evidenced by the presence of government figures in America who come from black people, like Barack Obama, who was elected the 44th President of the United States. Not only that, Obama served as President of the United States for two terms.

Furthermore, in the 2020 presidential election, Kamala Harris added to the list of records for black people to become U.S. leaders. Harris was elected as vice president to accompany Joe Biden in the 2020 U.S. Presidential Election and defeated the pair of Donald Trump and Mike Pence. For this reason, the writer is interested in analyzing the thesis entitled "Bernard's Perseverance and Ambition to Go against Racial Discrimination to Achieve His Success in George Nolfi's Movie, The Banker." The movie used racism theory by Henry and Tator and conflict theory by Dahrendorf beneficial for analyzing the social phenomenon of racial discrimination issue and grit theory by Duckworth and ambition theory by Adler for understanding psychological problems based on the social conditions of individuals and groups that can be influenced by several issues such as economy, politics, and world views.

## **LITERATURE REVIEW**

Several other theories support the theory of racism by Henry and Tator to strengthen the analysis, such as the conflict theory by Dahrendorf and the psychological theory, such as perseverance in grit theory and ambition theory by Adler. These theories reveal in-depth problems about social situations and conditions in society that influence individual or group attitudes and traits, which become exciting issues in object analysis.

### **Racism Theory**

The word race comes from French and Italian, that is, *razza*. According to Kendal, the race is a category or grouping of some people based on physical characteristics of the body, such as skin color, skull base shape, hair texture, eye or nose shape, and other highly subjective physical attributes. (Liliweri, 2009: 18-21). It can be interpreted that race is people grouping based on something different from other groups. Racism is a belief system or doctrine that states that the inherent biological differences of the human race determine the attainment of culture or individuals - that one race is superior and has the right to rule over another. The statements of experts regarding racism support this. Robert Blauner in Neubeck explains racism as the principle of social domination in which groups are seen as inferior or different in biological characteristics and are then suspected of being socially and physically exploited, controlled, and oppressed by superordinate groups. (1997: 269).

The existence of human differentiation based on characteristics presents a hierarchy in society. White people are considered upper-class citizens, which is undoubtedly the opposite of black people, who are assumed to be second-class citizens. This affects stratification in various fields, such as the social, economic, and political fields. In general, racism can be grouped into personal racism and institutional racism. Personal racism consists of racial actions, beliefs, behaviors, and actions as part of an individual.

Meanwhile, institutional racism refers to acts denigrating a race or feelings of antipathy by certain social institutions such as schools, companies, hospitals, or the legal system. Racism is

created due to cultural, economic, psychological, and historical factors. Racism spreads at the organizational and personal levels, from government, business, and educational institutions, to daily interactions.

According to racism theory by Henry and Tator, racism is divided into two kinds, as follows:

### **Individual Racism**

Refers to an individual's racist assumptions, beliefs, or behavior and is "a form of racial discrimination that stems from conscious and unconscious, personal prejudice." (Henry & Tator, 2006: 329).

Individual racism is connected to or learned from broader socio-economic histories and processes and is supported and reinforced by systemic racism. Because we live in a culture of individualism (with the privilege of freedom of speech), some argue that their statements or ideas are not racist because they are just "personal opinions." Here, it is essential to point out how individualism functions to erase hierarchies of power and to connect unrecognized personal ideologies to larger racial or systemic ones.

### **Systemic Racism**

Includes the policies and practices entrenched in established institutions, which result in the exclusion or promotion of designated groups. It differs from overt discrimination in that no individual intent is necessary. It manifests itself in two ways: (1) Institutional Racism. Racial discrimination derives from individuals carrying out the dictates of others who are prejudiced or of a prejudiced society. (2) Structural Racism, Inequalities are rooted in the system-wide operation of a society that excludes substantial numbers of members of particular groups from significant participation in major social institutions. Henry & Tator (2006:352). Systemic racism is almost the same as institutional racism. However, systemic racism is broader in the laws, rules, and norms are woven into the social system resulting in an unequal and unfair distribution of economic, political, and social resources and rewards among racial groups.

### **Conflict Theory**

The word conflict in Latin is *conflingere*, which means gathering to fight so that conflict can be interpreted as a fight between people who are opposite each other. The conflict itself arises because of different views on values and needs. Dahrendorf's conflict theory is a perspective theory that can be used to analyze social phenomena within the community. This theory assumes that social change does not undergo a process of adjusting change values. However, social change occurs due to social conflict, namely the conflict between the ruling class and the oppressed group.

Dahrendorf considers that society has a dual side, namely having a side of conflict and a side of cooperation. Dahrendorf emphasized that the social conflict process is the key to social structure. The idea is that different positions in society have different qualities and authority.

According to Dahrendorf, the community was compiled from several units, which he referred to as Imperatively Coordinated Associations. Look at the people controlled by a hierarchy of authority and position. This is where the dichotomy occurs between each association of authority because each position that people occupy has different interests, from superior to subordinate positions. A key term was found in Dahrendorf's conflict theory, namely Interests.

Superordinate and subordinate interests are objective because they are reflected in the role expectations inherent in these positions of power. In each association, people in a dominant position will seek maintenance of the status quo. Meanwhile, a person in a subordinate position would look for a change in position. Therefore, conflicts of interest in any association which are always at least latent, namely the legitimacy of authority, are always dangerous.

Conflict theory has the main task of analyzing the relationship between hidden and manifest interests. Therefore, Dahrendorf divides the group into three types of influential groups. It is the Quasi group, Manifest group, and Conflict group.

### **Perseverance in Grit Theory**

Perseverance in Greek is *Hupomone* which means endurance. Perseverance is a person's ability to withstand pressure without difficulty. At the same time, the theory of perseverance follows the concept of Grit, someone who can maintain consistency to achieve his goals. Grit combines passion and perseverance, a belief that failure can be overcome. In detail, Angela Duckworth claimed that Grit is the character designation through behavior to maintain perseverance and enthusiasm in achieving long-term expected goals.

Based on several studies, Grit is one of the factors for a person to change his perception that success or success is not only determined by intelligence. A person with a high level of Grit, when faced with feelings of disappointment and boredom at something, will not be easy to change directions or give up. Instead, that person will choose to keep trying at what he has chosen. Therefore, a persistent person will be more able to achieve his goals and meet his needs or satisfaction, so he tries hard to face challenges and maintain his business.

### **Ambition Theory**

Ambition is the psychological impulse of a person or group trying to achieve better goals than before. So ambition can be defined as an encouragement or motivation to achieve a goal that has been aspired. "ambition is energy, expressed in active behavior towards some goal or aspiration." (Priyoto, 2022) Ambition tends to be harmful when a person justifies all means of achieving his goals regardless of the people around him or even himself because the most important thing is that these goals can be achieved. For example, in reaching a higher position, someone will slander his competitors so that the desired position will be obtained easily.

Ambition is evil when mentally negative people reflect on their ambition. In its original meaning, ambition has a positive meaning because it inspires other people to determine the success they want to achieve and how they can fight for their success. It can be concluded that ambition in humans is good. Ambition becomes terrible because it is attached to a bad mental attitude. Alfred Adler described that The final goal of our struggle was to be aggressive and all-powerful, to dominate others. Humans were seen as selfish and concerned with their self-aggrandizement. The final goal was to be superior. The striving for superiority by the healthy person involved movement toward perfection in a way that contributed to the welfare of others (Sumerlin, 1997).

In another sense, humans become more aggressive and selfish in achieving their life goals. Selfish people do not care what happens to others and tend to exploit others to achieve their ends. In this sense, selfishness is a bad thing. However, a healthy effort to be the strongest by being a person who contributes to the welfare of others is the perfect way to achieve life goals.

In his book *Understanding Life*, Adler characterizes some ambition as striving for success or excellence, aggressive, and perfectionist. According to Adler, other characteristics also added that factors cause a person's ambition, namely lifestyle. Factors that cause ambition There are two factors for the emergence of a person's ambition, namely factors from within a person and factors from outside, which can be close people, family, or due to circumstance.

## **RESEARCH METHOD**

The writer uses research methods to conduct more research and produce more complete results. In this thesis, the writer used a descriptive qualitative approach, it is described as follows:

Claim that qualitative research involves an interpretive and naturalistic approach: "This means that qualitative researchers study things in their natural settings, attempting to make sense of, or to interpret, phenomena in terms of the meanings people bring to them." (Kim, 2014). Besides, Creswell defines it as, "Qualitative research is an inquiry process of understanding based on distinct methodological traditions of inquiry that explore a social or human problem. The researcher builds a complex, holistic picture, reports detailed views of informants, and conducts the study in a natural setting. (1994:15)." (Creswell et al., 2007).

This means that qualitative research aims to understand the phenomena experienced by research subjects, such as behavior, perception, motivation, and actions in the form of words and language. Apart from qualitative approaches, the writer also uses psychological approaches to emphasize the problem of racial equality in society and the psychological problems of the main character.

Two kinds of data sources in analyzing movies are primary and secondary. The primary data source is *The Banker* movie which was released in 2020. The data will be taken from each scene depicted, including dialogue and actions relevant to the object of analysis. Then secondary data in the form of reference data from several books and the internet related to the theory discussed.

By collecting data, the writer understands the topic of the movie. The writer focuses on the cause and effect of discrimination and racism and its psychological effects. The writer uses a scene that contains dialogue or narration. Also, the action of the object of analysis in the movie will be used as data.

The data analysis technique used in this thesis is a qualitative descriptive technique. Qualitative descriptive techniques are used because the data sources in this thesis are words, quotes, sentences, or narratives, and the action of the object of analysis as previously described

## **RESULTS AND DISCUSSION**

Racial discrimination is one of the main issues in this movie that causes conflict problems in society. *The Banker* movie tells the story of Bernard's life as a black male who wants to be successful and make as much money as white people. However, Bernard's journey to success was not easy because he had to face racial discrimination that occurred in society. The writer began to analyze the social condition in America, which affected the psychology of the main character.

### **A. The kinds of racial discrimination experienced by Bernard as a black male in America**

*Bernard's Perseverance And Ambition To Go Against Racial Discrimination To Achieve His Success In George Nolfi's Movie, The Banker (2020)*

There are several forms of racism or racial discrimination that occur in society. In the movie, Bernard experienced racial discrimination from two types of discrimination.

1. Individual racism

Individual racism occurs because individuals (or small groups of individuals) have a suspicious attitude and engage in discriminatory behavior or the like. The manifestation of individual racism is in individual prejudice based on racial differences. Discriminatory treatment can be in the form of threats and acts of violence against minority groups

Mrs. Cooper: "Why are you here?"

Bernard: "Mam, I'm Bernard Garret just doing some restoration work on an empty apartment."

Mrs. Cooper: "What are your hours?"

Bernard: "The city says all construction must take place between 8:00 and 18:00, so if you need repairs ..." Mrs. Cooper interrupted Bernard's explanation

Mrs. Cooper: "I don't need repairs. You can tell the Irish man who owns this place that when he increases the rent, he won't be able to increase my rent."

Bernard: " Yes, mam. Mr. Barker was clear about your rent when this building was sold to me."

Mrs. Cooper: "Don't argue with me. It's a white building and you can't have it."

(Seq. 00:18:14-00:19:02)

The dialogue happened when Mrs. Cooper, an old white woman, saw Bernard and his black brother doing restoration work in the apartment building. Mrs. Cooper was quite surprised because now the apartment he rented was the apartment of Bernard, a black man. Mrs. Cooper did not like Bernard's presence around the apartment he rented, especially when Bernard admitted that he had bought the apartment building.

The data mentioned above prove that if Bernard experienced Individual Racism. According to AM Rose's book (Dalam Gerungan, 2010) [in a groan, 2010], Actions such as personal racism or individual racism that will only benefit some groups while others will be harmed as a whole are the harmful effects of prejudice.

Prejudice, discrimination, and racism are social change phenomena that cause actual societal conflicts. From the definition, the writer concludes that prejudice from white people against black people will lead to unfair behavior toward black people. This unfair behavior is known as discrimination based on race. Such prejudice is like looking down on black people who are not much more competent and better than white people. Therefore, small groups or white individuals dare to maintain their power with personal racism. The goal is that the black class cannot be equal to the white people.

2. Systematic racism

Systematic racism is a social phenomenon in which white-skinned people are in a position to mobilize and defend themselves. The key lies in their control over the organizational structure and operations. Therefore, black people generally do not have access to positions of power in prominent, influential institutions, and black people are incapable of discriminating against whites at this level.

Junior: "Why is the drinking water separate, Dad?"

Bernard: "It is only different here, son."

*Bernard's Perseverance And Ambition To Go Against Racial Discrimination To Achieve His Success In George Nolfi's Movie, The Banker (2020)*

*Junior: "Yes."*

*Bernard: "Sorry you had to see it."*

*Junior: "It is okay."*

(Seq 00:57:43 - 00:58:15)

The dialogue above sets when Bernard and his son, Junior, walk around their hometown, Texas. Junior saw the public facilities in the form of two separate drinking water showers and wrote only white skin and one drinking shower with only colored skin.

*Joe: "We can't get into the Bank of Texas unless we're helpers."*

*Bernard: "I think it's your favorite (disguised as a maid)."*

...

*Bernard: "Joe, think of the kindness we can give the black community, help them buy a house, start a business, besides that the bank is undervalued. That's enough capital to double the base of the loan ..."*

...

*Joe: "Bernard, if we go to Texas and start getting involved with the Jim Crow Laws, we're going to lose, it doesn't matter if it's legal or not ..."*

(Seq. 00:59:01-01:01:25)

The dialogue occurs when Bernard meets Joe in California and intends to invite Joe to cooperate in buying a bank building in Texas. Bernard plans to buy the bank building so that he has full rights to changes in banking policies, including giving credit approval to black people like himself. Because of bank lending, Bernard believes that he can change black people's lives by buying a house and starting a business.

Based on the two data above, it can be concluded that the separation of public facilities between whites and blacks reflects the Jim Crow Laws in a predominantly white government environment, which states that blacks have the same rights as whites. However, the perks provided to blacks were no better than whites, and the regulations supported racial discrimination against black people in America. Moreover, the bank also treats policies differently toward white and black debtors. Black people will find it difficult to get a loan, so they do not have enough capital to buy a house or start a business.

Jim Crow Laws were a racial separation between blacks and whites which is also a state and local law carried out after the Reconstruction era in the Southern United States, which lasted until 1965. It started in 1890 with the status of "separate but equal" for people, African-Americans. Jim Crow Laws mandated the segregation of schools, public places, public transportation, break rooms, restaurants, and even drinking taps for white and black people. The U.S. government claimed black people have the same rights to public facilities as white people. However, the facilities' condition is far from appropriate compared to white people's facilities. This law made black people feel unfairly treated, and there was a movement of black people fighting for their civil rights.

### **B. Bernard's efforts against racial discrimination and achieving success**

The definition of success is where a person can focus on what he wants and achieve these goals. If we correlate effort and success closely related, there is no success without effort, and effort put into it wholeheartedly will gradually achieve success. In the movie, Bernard made various efforts as a form of resistance as a black man who was disadvantaged in society in



*Bernard's Perseverance And Ambition To Go Against Racial Discrimination To Achieve His Success In George Nolfi's Movie, The Banker (2020)*

America. The effort to fight this injustice is one of Bernard's fundamental forms of achieving his success as a black.

1. Perseverance

a. Consistency of Effort

Consistency is the key to success. Because consistency leads to habits that a person does, these habits shape the actions you will take every day so that these actions lead to success. Someone can maintain his interest in one goal in the long term without changing, and it will make it easier for someone to achieve success because he knows what he wants.

Two white men were shining shoes at little Bernard and discussing business with each other.

*White man 1: "Yes, 80,000 yearly rent is strong, but Mr. Miller wanted us to use 6 million to judge it."*

*White man 2: "That's too high."*

*White man 1: "He came in an hour to negotiate, maybe you can come along?"*

*White man 2: "All right"*

The two white men left after paying for little Bernard's shoe polish. Next, Bernard took out his notebook and wrote "6 million too high", and there were lots of numbers and formulas in his notebook.

....

Bernard sat by the window listening to the conversation about the white male number three in the room. So, Bernard began writing about the things that were being negotiated in the business of the three white men.

(Seq. 00:01:31-00:02:25)

Based on the data above, since childhood, Bernard has set his goal to become a businessman in the property sector. A person needs consistency in maintaining his life goals to achieve success.

Consistency of interest is one of Bernard's efforts to fight the injustice of racial discrimination and is setting his long-term goals for success. Bernard has determined what he wants from childhood and is consistent in these goals.

b. Perseverance of Effort

Perseverance of effort is related to how much a person strives to achieve his dreams and how persistent he is in facing all challenges in his business. That effort means continuing to do or achieve something despite difficulties, failure, or opposition and will continue to do it to the end. Perseverance is someone's ability to work hard to achieve his goals. He will work earnestly and not be afraid of all the challenges and risks he will face.

Bernard met Mr. Barker to negotiate the selling price of Mr. Barker's apartment building. Barker.

*Mr. Barker: "Why would I take 30 when I could get 35."*

*Bernard: "Because the building must be renovated ..."*

*Mr. Barker: "It does not affect my tenants"*

*Bernard: "But your tenants only occupy half of the building, but if we do renovations, replace the kitchen and new floors ..."*

*Mr. Barker: "My tenants won't pay for that ...."*

*Bernard's Perseverance And Ambition To Go Against Racial Discrimination To Achieve His Success In George Nolfi's Movie, The Banker (2020)*

*Bernard: "But other markets will, like doctors, lawyers, black teachers looking for a place to move from the ghetto that's forced on them ... no one wants to serve that market, but I can."*

*Mr. Barker: "Your confidence is amazing but 10,000 less than the bid price is not enough"*

*Bernard: "... if your building is fully occupied. I will pay the 10,000 shortfalls"*

*Mr. Barker: "You mean you want me to loan you 10,000 so you can buy my building?"*

*Bernard: "It's not a loan, it's an investment."*

*Mr. Barker: "It's a loan ..."*

*Bernard looks disappointed because of the refusal from Mr. Barker, he also saw a note on the calendar. Barker reads "Yours sincerely, Edward Reed Bank Mid City"*

*Bernard: "All right, thanks for your time, Mr. Barker."*

*...*

*Bernard went to Mid-City Bank and attempted to meet Mr. Reed.*

*Bernard: "Hi, I am Bernard Garret and I'd like to see Mr. Reed."*

*Receptionist: "Sorry Mr. Reed's is not there."*

*Bernard looked over at someone's table*

*Bernard: "My eyesight is still clear, and I can see the name Mr. Reed at the table"*

*Receptionist: "Sorry I spoke wrong, for now, Mr. Reed is currently unavailable but I can receive messages."*

*Bernard: "No, there is no message, thanks".*

*Bernard also hurried out of the bank building.*

*Bernard stood in front of the bank building and approached Mr. Reed who just came out of the building*

*Bernard: "Mr. Reed..."*

*Mr. Reed: "Do you know me?"*

*Bernard: "No, I don't know you, but you do know Mr. Barker, I want to apply for a loan to buy the building".*

*Mr. Reed: "Yes, you can make an appointment inside".*

*Bernard: "We both know, I can't get an appointment inside. This agreement will benefit Mr. Barker. Hear me..."*

*(Seq. 00:10:48-00:13:33)*

Based on the data above, we can see that Bernard is very persistent in his efforts to buy Mr. apartment building. Barker, starting from his offering with Mr. Barker, sees Mr. Reed at the bank, although not successful until he finally waits until Mr. Reed leaves the building, so he can talk about the loan he will apply.

Perseverance of effort is another of Bernard's attempts to fight the injustice of racial discrimination he has received in society. As a black man who wanted to build a business, he experienced many more difficulties than a white man, such as never being able to make appointments with bank people to discuss loans. So he had to wait for Mr. Reed to come out of the bank building and tried to discuss the benefits that would be obtained to attract interest from Mr. Reed.

## 2. Ambition

*Bernard's Perseverance And Ambition To Go Against Racial Discrimination To Achieve His Success In George Nolfi's Movie, The Banker (2020)*

a. Striving for Success or Excellence

Striving for success or excellence is the attitude or willingness of a person to strive for success or excellence. A person who is weak or inferior will strive to succeed and form superiority, besides that, someone who is psychologically healthy will not only fight for individual success but also fight for success for everyone.

*Father: "You are very successful in California, maybe you are right."*

*Bernard: "About what?"*

*Father: "Making money like white people, find a place where you can do it, still can't do it here ..."*

*Bernard: "Not perfect in California, but different."*

*Father: "Not about California ... I'm proud of you, son!"*

...

*Bernard: "You think this is a mistake?"*

*Eunice: "I think the world is changing, maybe not changing enough in Texas."*

*Bernard: "I think I should do this".*

...

*Bernard also met Joe to discuss buying a bank building in Texas*

*Joe: "What do we know about banking?"*

*Bernard: "Banks take deposits and make loans often for property, owning a bank is like owning the other side of the property business ... there is no Texas law that says we can't have a bank, I admit that we blacks might become a practical problem ... we make it Matt Steiner as our representative".*

...

Steiner goes to Texas as a representative for Bernard and Joe to buy the Mainland Bank building. Bernard and Joe disguised themselves as Steiner drivers while overseeing the sale and purchase of the bank building. After the successful purchase of the bank building, Bernard changed several policies to make it easier for black people to apply for loans.

(Seq. 00:55:47-01:05:25)

The dialogue and scene above occur when Bernard returns to Texas after his success in California. Texas is his hometown where he experienced racial discrimination from childhood, and that racial discrimination was still genuine until his return. However, a chat with his father and wife, Eunice, awakens Bernard if not much has changed in Texas.

Bernard tried everything he could to buy the Mainland Bank building, following the success of his property business in California. Bernard realized that being a successful individual would be better if his success could also contribute to society, especially in his group (black people). It is also what makes his quest for success even more perfect. One of the reasons Bernard ventured to buy the Mainland Bank building in Texas was to change the bank loan policy against black people to buy decent houses and build businesses. This essential thing will undoubtedly improve the quality of life for black people.

b. Aggressive

Aggressive is defined as continuing to make efforts at the beginning and enthusiasm in the process. Even though many things are impossible, aggressive efforts will undoubtedly bring better results than only half-done efforts.

*Bernard's Perseverance And Ambition To Go Against Racial Discrimination To Achieve His Success In George Nolfi's Movie, The Banker (2020)*

*Steiner: "I don't know anything about banking. Do not know how to buy a bank.*  
*Bernard: "We don't buy banks; we buy buildings that contain banks. The banks are tenants ... You are just a partnership representative".*  
*Steiner: "You think I can afford this?"*  
*Bernard: "We will teach you the things you should know."*  
...  
*Joe: "That guy, seriously?"*  
*Bernard: "He just has to accept it."*  
*Joe: "So what? he was stunned when we told him to come into the room".*  
*Bernard: "He won't hang, believe me. He is the right man".*  
...  
*On the golf course*  
*Joe: "You have one month to learn to play golf ..."*  
*Steiner: "Yes, all right".*  
*Joe teaches some basic techniques in playing golf*  
...  
*Bernard: "One-tenth is 10%, your rate of capitalization ... maybe we should start with a mathematical review".*  
*Steiner: "That would be great".*  
...  
*The next day, Joe returns to teach golf techniques and Bernard teaches calculation techniques to Steiner. The two of them work together to teach Steiner things that should be known.*  
...  
*Bernard walks up to Steiner who is practicing golf with Joe.*  
*Bernard: "I want to buy a building, there's \$ 100,000 in annual gross income, 8% empty units, 12,000 dollars in annual operating costs, and I need 10% capitalization".*  
*Steiner swung his golf club*  
*Joe: "Where is it? right in the middle, around ... Shit, I never hit that far".*  
*Bernard smiled as Steiner hit the ball right on target*  
*Steiner: "That is 800,000".*  
*Bernard: "You're right."*  
*Joe: "Is he right?"*  
*Bernard: "Yes."*  
*Joe: "Wow, we created a monster."*  
(Seq. 00: 31: 27-00: 42: 01)

The dialogue and scene happen when Mr. Barker, the white Irish man, dies, and Bernard is again having a tough time in his property business. Therefore, Bernard met Joe to invite him to invest in his property business. However, because Joe was also a black man, neither Bernard nor Joe could meet his clients buying and selling a property. After all, they would refuse to buy or sell his property to blacks. For this reason, Bernard tried to invite Matt Steiner, a white worker he knew as honest and innocent. However, because Steiner does not have a property business background, Bernard and Joe teach him some business techniques. Joe taught him to play good

*Bernard's Perseverance And Ambition To Go Against Racial Discrimination To Achieve His Success In George Nolfi's Movie, The Banker (2020)*

golf and arrange deliberate meetings with some big clients, while Bernard taught him the calculation formulas and how Steiner can come up with accurate numbers so clients can have confidence in him.

Bernard's business worsened when Mr. Barker died until Bernard finally invited Joe to work together because both Joe and Bernard were black people. Bernard proposes to cooperate with Steiner, a white laborer. Bernard confidently convinced Joe that Steiner was the right man. Although at first, Joe doubted Steiner's innocence, thanks to their hard work in teaching Steiner various things, Steiner was finally able to become a worthy business representative for both of them. Aggressive means when Bernard makes various efforts to achieve his initial goals. Even though his business has collapsed, Bernard is still aggressively trying with complete confidence and self-confidence. Selfish people are also considered capable of achieving their dreams because they can suppress life and escape their comfort zone. Like Bernard, he stressed his life and went out of his way to do the usual things other people used to do in business. That happens because aggressive and selfish people tend not to care about what others say and only focus on their efforts to achieve goals.

c. Perfectionist

Perfectionism is a person's belief in himself to be perfect for achieving the best conditions in each of his efforts. In another sense, a perfectionist is the effort or achievement of someone perfect.

Bernard's father looked at Bernard's notebook, which was full of calculation formulas

*Bernard's father: "What do you think the white man would do, if he found out you were spying on them? When I was a kid, people were killed for the more trivial things ..."*

*Bernard: "I'm just trying to learn how they make money."*

*Bernard's father: "You are so talented, how did you learn all this? ... You were born with the wrong color, blacks don't make money with this".*

*Bernard "Maybe not in Texas."*

*Bernard's father: "You think it would be different for you if you went to another place?"*

...

Los Angeles, 1954

Bernard, Eunice, and their son, Junior moved to California and temporarily lived in the house of Eunice's uncle, Deacon.

*Deacon: "The airlines are on the rise, Northrop is going to hire 5,000 new workers for the assembly and they are hiring blacks. I can get an interview for you there tomorrow".*

*Bernard: "Thank you sir, but I'm here to try my luck in the real estate business".*

*Eunice's cousin: "There aren't many colored agents here."*

*Bernard: "Own a property and rent it out."*

*Deacon: "Your husband is a millionaire, Eunice? ... wish you close, son! This isn't a small town like Texas, expensive housing here".*

*Eunice: "Bernard saved money from a company we started in Houston."*

*Deacon: "So what's your plan to find something within your means?".*

*Bernard: "Keep looking".*

*Deacon: "Until your savings run out? Then you can't pay your rent?"*

*Deacon's Wife: "Deacon, Stop!"*

*Bernard: "You get your rent on the first of each month, a month in advance."*  
(Seq. 00:02:57-00:13:36)

The dialogue and scene above occur when Bernard has determined his desire to start a business and earn money like a white man from a young age. Finally, after marrying Eunice, Bernard moved to California to start his business in real estate, and for a while, he and his small family lived in Eunice's uncle, Deacon's house. Furthermore, the conversation between Bernard and Deacon happened at a family dinner.

According to Adler's theory, perfectionism is one of the characteristics of ambition. A perfectionist is a person who does not want something that he can only achieve usually, so he tries to prove it as well as possible so that he looks perfect.

The perfectionist in Bernard is depicted with high standards in his desire to be a successful businessman in property, even though he is black. One of the characteristics of a perfectionist is to have high standards when doing their job. This is, of course, very good for his career development. The reason is that he will always work harder to achieve his high standards. Even though Bernard is black, he chose to become a property businessman, which is undoubtedly the path he chose instead of the usual black way of making money.

The Reason for Bernard's Perseverance and Ambition to Become A Successful Banker

The conflicts in Bernard's life were based on the existence of social differentiation in America, which Bernard experienced because he was born black, which impacted his psychological side.

### **A. Social Differentiation**

According to Kamus Besar Bahasa Indonesia (KBBI), differentiation is a process, means, and act of differentiation. In contrast, according to the Ministry of Education and Culture (Kemendikbud), social differentiation is a horizontal or parallel classification of people based on specific characteristics. Referring to the Ministry of Education and Culture's website, Social Differentiation is divided into three types:

#### **a. Differentiation Level of Differentiation**

Inequality in the distribution of goods emerges due to usage differences in property assets. This can be seen in one's ability to have it. Examples are precious metals. Not everyone can buy precious metals. Only people with high-income or high-end positions can buy precious metals.

*Eunice Cousin: Thanks for the lift.*

*Bernard: No problem.*

*Eunice Cousin: I'm sorry my dad was such a jerk last night.*

*Bernard: Was he? I didn't notice.*

*Steiner: Hey, nice car.*

*Bernard: Thanks.*

*Eunice Cousin: Bernard, this is my friend Matt.*

*Steiner: You didn't tell me you had a rich uncle. Nice to meet you.*

*Bernard: Hardly rich. And I'm his cousin.*

*Steiner: You got a car, you're rich to me.*

*Bernard's Perseverance And Ambition To Go Against Racial Discrimination To Achieve His Success In George Nolfi's Movie, The Banker (2020)*

(Seq. 00:07:03-00:07:25)

Bernard drives his car and meets Steiner, a co-worker of Eunice's cousin. The dialogue happens when Bernard takes Eunice's cousin to the factory where he works. Steiner was amazed to see Bernard bring a car at that time because, according to him, cars can only be owned by the rich.

A car is one of the necessities only wealthy people can own, based on the factors mentioned earlier. For society to react to these needs, Dahrendorf said that conflict arises due to a social phenomenon involving differences in the value of needs. Inequality in the use or ownership of goods will conflict in society because of different views. The upper-class people consider the car a necessity for transportation, but the lower class considers the car a symbol of ownership of the upper class.

b. Differentiation Functional Differentiation

Functional in terms of the different jobs that each person gets. With a different job, humans can meet their needs. No profession is more important than one another. Everyone donated according to their respective abilities.

The whites are meeting and discussing their business in a room. And little Bernard overheard what they were discussing. However, a black man who is the building's security guard reprimands Bernard and kicks him out.

(Seq. 00:02:28-00:02:35)

Bernard, who was renovating the apartment was visited by two white police officers because there were reports from residents of the apartment who were disturbed by the renovation.

(Seq. 00:20:55-00:21:19)

*The Comptroller of the Currency: Matt Steiner?*

*Steiner: Yes.*

*The Comptroller of the Currency: I'm an examiner with the office of the Comptroller of the Currency.*

(Seq. 01.23:07-01.23:15)

The data mentioned above are scenes and dialogues that occur in the movie where it is explained that people live in different professions. The profession consists of the upper class, for example, business people from whites, bank owners, and financial examiners. In contrast, the lower classes, such as security officers, come from blacks.

Differentiation functional differentiation in people's lives can be classified as social differentiation because these differences in work cause different perspectives and behavior patterns in society. Different perspectives and different behavior patterns will cause conflict in society. This is closely related to the explanation of conflict theory. Dahrendorf stated that conflict itself arises because of different views on values and needs.

c. Indigenous Differentiation

This differentiation is formed based on the interactions that occur in certain areas. This differentiation arises based on specific behaviors according to certain situations. Of course, certain norms are binding and aim to regulate and control the situation.

*Mr. Barker: You interested?*

*Bernard: You mean a partnership?*

*Bernard's Perseverance And Ambition To Go Against Racial Discrimination To Achieve His Success In George Nolfi's Movie, The Banker (2020)*

*Mr. Barker: Yeah. 50-50 but on one condition. Bernard, I do business with people who turn away from me after we shake on the deal and wash their hands because I'm a dirty Irishman, but they do business with me because I make them money.*

(Seq. 00:22:25-00:22:40)

The data mentioned above occurred when Bernard and Mr. Barker agreed to become a partner in running the property business. Bernard will negotiate with investors to invest by telephone, and Mr. Barker will be the business representative to meet with investors.

In the data, Mr. Barker stated he was an Irishman. Refer to the Ensiklopedi Dunia with the article entitled Orang Amerika Irlandia [Irish Americans]. Many people of Irish ethnic origin immigrated to the United States during the Industrial Revolution in the 18th and 19th centuries.

This resulted in the population in America consisting of different ethnic groups. This ethnic group also becomes a class structure in society. The indigenous ethnic groups of a region will be the upper-class structure, while the immigrant ethnic groups will be the lower-class structure.

This is related to conflict theory. Dahrendorf explains if a structure causes the conflict that occurs in the order of social roles that have the potential to dominate or be subdued.

In other words, Indigenous differentiation can be interpreted as the social structure of the upper class in society, or the most dominating class and ethnic immigrants will be considered a lower-class structure that can be dominated in social roles. Therefore, these ethnic differences have the potential to cause conflict.

In social differentiation, each individual and group should be able to respect the existing differences. However, the differences in society cause conflict because of social differentiation in terms of differences in religion, ethnicity, race, age, gender, etc. Social differentiation based on prejudice will lead to negative perceptions and treatment of one group against another, called discrimination. If it is based on a different race, it is called racial discrimination.

#### 1. Prejudice

The prejudice formed in the white society assumes that the white race is the superior race, while the black race is considered a race that is inferior to the white.

*Bernard: "There's no reason for me to sell, I'm happy to run my own building."*

*Mrs. Barker: "That's unacceptable, I don't want to do business with ... I would rather not go ahead with the deal."*

*Bernard: "How much is the offer?"*

*The lawyer gives a sheet of paper*

*Bernard: "This is outrageous, I own 50% of a dozen properties ..."*

*Mrs. Barker: "I don't have to pay you anything, your name doesn't appear on the contract."*

*Bernard: "Can't ..."*

...

*Mrs. Barker: "I will increase my offer to 25 cents a dollar. If you prefer to refuse. Mr. Garret. You can leave without anything."*

(Seq. 00:25:51-00: 26:45)



The dialogue above happens after The Irish, Mr. Barker (white), who had worked with Bernard in the property business, died. Furthermore, his wife, Mrs. Barker, chose not to continue the business collaboration with Bernard because Bernard was black.

The data above mentioned prejudice against the white woman, Mrs. Barker, who wants to terminate the business cooperation between Mr. Barker with Bernard after Mr. Barker dies. This prejudice arises because of the social diversity in a society where Bernard is a black person who is considered unworthy of doing business with white people because the white man considers himself the superior race.

The writer compares the differences in views on the values and needs of the two parties, namely Bernard, who is black, and Mrs. Barker, a white woman. Bernard considers the business cooperation established with Mr. Barker before he died an excellent opportunity because Bernard had the opportunity to run a business of buying, selling, and leasing property for white people. At the same time, Bernard believed that during the cooperation, Mr. Barker also benefited many times over because Bernard was good at looking for opportunities. Meanwhile, Mrs. Barker felt there was no need to continue the business collaboration because Bernard was black. Mrs. Barker felt her self-esteem would fall if the business cooperation continued because Bernard was a black man who was a lower-class worker. In conflict theory, social structures greatly influence the occurrence of conflict. The lower class, who wanted to equalize their social position, tried to fight, as did Bernard, to maintain his business cooperation. However, as a white person, Mrs. Barker stressed that the black class order was inappropriate for doing business with whites.

## 2. Racial Discrimination

Racial discrimination results from prejudice that has been formed for a long time and builds individual or group character against other individuals and groups outside the group. The mistreatment of other groups always accompanies this discrimination.

*Cousin Eunice:* "This place is great! I'll be back tomorrow".

*The owner of the steak restaurant tried to erase the writing on the wall "NIGGER OWNED BUSINESS"*

*Owner restaurant:* "It's okay... it's okay, I'll clean it up soon"

Bernard and Steiner stared at the writing on the wall with disappointed and sad expressions

(Seq. 01: 19: 37-01: 19: 55)

The dialogue and scene occur when Bernard, Steiner, and cousin Eunice meet at a steak restaurant owned by a black person who became a customer of the Mainland bank to open their restaurant business. On their way home, they saw the restaurant owner busy erasing sarcasm against black people trying to make money by opening a restaurant.

The conflict experienced by Bernard was a social conflict based on race because he was born black and received discrimination in the white society. This racial discrimination occurs because white groups sharpen the issue of skin color as the more powerful party. The goal is so minority groups such as black people cannot control what white people already have. Whites try to keep what they already have. However, Bernard tried to be full of his ambition and perseverance to succeed. Bernard also wanted to prove to himself and the community that black people could achieve success just like white people.

The interests and values of black Americans. In that case, black people in America are looked down upon or consistently below white people. Therefore, black people began to fight for their rights and against racial nationality in aspects of life. The struggle of the black people included strength in economics and politics. This attempt by black people to be called the Black Power Movement was prominent in the late 1960s and early 1970s, emphasizing racial pride and the formation of skin political and cultural institutions to nurture, promote and advance what supporters of the movement saw as a collective. This movement of black people is believed to improve their quality of life and can also be appreciated by other races, especially whites. This movement can also change the stereotypes of white people against the black race, and racial discrimination in American society will be reduced automatically.

According to the writer, Dahrendorf's theory is very suitable for describing the problems in *The Banker Movie*, especially those faced by Bernard as the main character. This theory illustrates how conflict arises because of the adopted concept of social differentiation so that social stratification and social class become the main subtypes of conflict. The social class division becomes an integrated conflict that leads to change because of the social phenomenon that makes the lower classes struggle against the class above them, considered social rulers.

## **CONCLUSION**

Based on the results of the analysis and research in the third and fourth chapters, it can be seen that social diversity influenced by prejudice between races will lead to racial discrimination, which has many negative impacts, especially for minority groups. Racial discrimination occurs not only between individuals but is also supported by organizations and intuition. As experienced by the main character, Bernard, in *The Banker Movie*, the first impact on Bernard, born black, was the low standard of living. As a black person, Bernard only became a shoeshine, and most black people experienced this then. Black people only work as lower-class workers.

Furthermore, Bernard tried to improve his standard of living by trying to do business. However, Bernard also had difficulty getting the same opportunities as white people in the property business. Bernard received individual racial discrimination from white people and racial discrimination supported by organizations and institutions, such as business and business lending banks, as well as several government regulations that limit Bernard's rights as a black person to run his property business.

Therefore, Bernard must fight many times over and maintain his existence to achieve the goal of getting success and against racial discrimination in society. Bernard studied business computation on his own by paying attention to the way white people did business. Bernard has done this since he was a child. Bernard was adamant and ambitious if he could succeed and earn much money like the white man. Bernard's perseverance and ambition are essential to his success.

What Bernard experienced explains the existence of conflict in society. Social diversity based on prejudice creates racial discrimination, which has a negative impact, causing rebellion and resistance from oppressed races to achieve equality in society. Bernard wants to succeed and fight racial injustice because it negatively affects his life and racial discrimination.

The writer verifies that the chosen approaches and theories correlate highly with the analysis results and findings. When the writer chooses to use a racism approach, what the writer

initially has in mind is that she can explain the driving factors behind the actions that the black people of America do to solve social problems in their society. The actions reasonably vary, but the writer manages to find encouragement for such actions from the conflict theory. Similarly, the writer is convinced that perseverance and ambition theories are necessary to discover black people who want to fight racial discrimination in society.

### **Suggestions**

In addition to the above conclusions, the writer tries to provide some ideas through the thesis. The writer would like to suggest that the institutions provide better facilities to support the thesis writing process by managing the library well. These facilities are the essential capital for writers in preparing references related to the thesis. In addition, during a Covid-19 pandemic like this, the writer's difficulty in finding references is increasing due to the institution's absence of a digital library. Therefore, it would be wise if the institution provides a digital library to assist writers in finding references. This suggestion is also intended in the future when digital libraries will greatly assist writers in conducting more profound research when they do not have much free time to sit and look for book references directly in the campus library.

### **REFERENCH**

- 10 Sifat Diri yang Menjadi Kunci Kesuksesan. Obtained from: <https://www.studilmu.com/blogs/details/10-sifat-diri-yang-menjadi-kunci-kesuksesan>. Accessed on April, 19th 2021.
- Allport, Gordon. 1954. *The Nature of Prejudice*. Addison Wesley
- Atkinson, Rita, L., Atkinson, K.C, & Benn, D.J. (1996). *Pengantar Psikologi II*. Edisi Kesebelas. Jakarta. Erlangga.
- Aziza, Nurul. 5 Alasan Mengapa Kita Harus Sukses. Obtained from: <https://www.ayobisnis.web.id/2018/07/5-alasan-mengapa-kita-harus-sukses.html>. Accessed on April, 19th 2021.
- Black Power. Obtained from: <https://www.archives.gov/research/african-americans/black-power>. Accessed on November, 7th 2020.
- Cambridge Advanced Learner's dictionary. 2013. The Cambridge University Press.
- Cresswell, John W. 2013. *Research Design Qualitative, Quantitative, and Mixed Methods Approaches*. California. SAGE Publication.
- Detik. Obtained from: <https://news.detik.com/internasional/d-5246947/sejarah-orang-kulit-hitam-pemimpin-paman-sam-dulu-obama-kini-kamala?single=1>. Accessed on January, 22nd 2021.
- Diferensiasi Sosial – Sosiologi Kelas 11 – Pengertian, Ciri-ciri, dan Contoh. (2019). Obtained from: <https://www.quipper.com/id/blog/mapel/sosiologi/diferensiasi-sosial-sosiologi-kelas-11/>. Accessed on April, 19th 2021.
- Ensiklopedi Dunia. Obtained from: [http://p2k.stiehidayatullah.ac.id/id3/2-3046-2943/Orang-Amerika-Irlandia\\_170595\\_p2k-stiehidayatullah.html](http://p2k.stiehidayatullah.ac.id/id3/2-3046-2943/Orang-Amerika-Irlandia_170595_p2k-stiehidayatullah.html). Accessed on September 30th 2021.
- Examrace. Obtained from: <https://www.examrace.com/NTA-UGC-NET/NTA-UGC-NET-Updates/NEWS-NTA-NET-Psychology-June-2019-Part-8.htm>. Accessed on October 24th 2020.

*Bernard's Perseverance And Ambition To Go Against Racial Discrimination To Achieve His Success In George Nolfi's Movie, The Banker (2020)*

- Faruk. 2012. Metode Penelitian Sastra: Sebuah Penjelajahan Awal. Yogyakarta: Pustaka Pelajar.
- Fransisco, Afrid. Obtained from: <https://www.afrid-fransisco.id/2018/08/5-agama-terbesar-di-amerika-serikat.html> . Accessed on September, 29th 2021.
- IMDB. Obtained from: [https://www.imdb.com/name/nm1079776/bio?ref\\_=nm\\_ov\\_bio\\_sm](https://www.imdb.com/name/nm1079776/bio?ref_=nm_ov_bio_sm). Accessed on October 23rd 2020.
- Klarer, Mario. 2004. An Introduction to Literary Studies. Routledge.
- Lumen. Obtained from: <https://courses.lumenlearning.com/boundless-psychology/chapter/introduction-to-social-psychology/>. Accessed on October, 23rd 2020.
- Lumen. Obtained from: <https://courses.lumenlearning.com/boundless-psychology/chapter/introduction-to-social-psychology/>. Accessed on October, 23rd 2020.
- Mar'at. 1981. Sikap Manusia: Perubahan serta pengukurannya. Ghalia
- McDowell, Bill. 2002. Historical Research: A Guide for Writers of Dissertations, Theses, Articles and Books. Routledge.
- Merriam Webster Dictionary. Obtained from: <https://www.merriam-webster.com>. Accessed on November, 1st 2020.
- Neubeck, Kenneth J. and Mary Alice Nuebeck. 1997. Social Problem: A Critical Approach. USA. McGraw-Hill Companies. Inc.
- Pradopo, Rachmat Djoko. 2003. Prinsip-prinsip Kritik Sastra. Yogyakarta: Gajah. Mada University Press
- Previewstube. Obtained from: <http://previewstube.com/celebrity/george-nolfi/>. Accessed on October, 23rd 2020.
- Putri, Olivia Dona. Apa Saja Bentuk-Bentuk Diferensiasi Sosial dan Jenis-Jenisnya?. 2021. Obtained from: <https://tirto.id/apa-saja-bentuk-bentuk-diferensiasi-sosial-dan-jenis-jenisnya-f925>. Accessed on April, 19th 2021.
- Types of Discrimination. 2017. Obtained from: <https://www.cdc.gov/eo/faqs/discrimination.htm>. Accessed on November, 11st 2020.
- Wellek, Rene and Austin Warren. 2014. Teori Kesusastraan. Jakarta: Gramedia Pustaka Utama.