



RESILIENSI KARYAWAN PASCA PEMUTUSAN HUBUNGAN KERJA PADA MASA PANDEMIK COVID-19 DI SIDOARJO

Employee Resiliency After Termination Of Employment In The Covid-19 Pandemic In Sidoarjo

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ABSTRACT

The purpose of this research is to know the forms of resiliency to employees who are experiencing a termination of employment at the Covid-19 pandemic that many companies termination employment as an impact of the company's operational restrictions in certain sectors by Government to reduce the transmission rate of Covid-19 in Indonesia, including in Sidoarjo. This research used qualitative method. The subject in this study is were employees who has suffered a termination of employment by the company where they work in Sidoarjo. The data collection techniques used in this study were through in-depth interviews with the topic of the employee's resilience form post-termination work relationships in the Covid-19 pandemic, and the data analysis techniques in this study using case study approaches. The result of this study is (1) the subject is capable of overcoming pressure with an optimistic attitude, (2) The subject can recover the situation so that the relationship with the closest person well established,

(3) The subject has good desire control so that it can withstand their current conditions without affecting the emotional condition. The conclusion of this research is the subject can accept situation of pressure very calmly, think positively, and also try hard to find a solution of the problems experienced by the subject after termination of employment.

Keywords: Termination, Resiliency, Employee, Pandemic, Covid-19

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui bentuk-bentuk resiliensi pada karyawan yang mengalami pemutusan hubungan kerja pada masa pandemi Covid-19 yang dimana banyak perusahaan melakukan pemutusan hubungan kerja dampak pembatasan operasional perusahaan di sektor-sektor tertentu oleh pemerintah Indonesia untuk mengurangi angka penularan Covid-19 di Indonesia, termasuk di Kabupaten Sidoarjo. Penelitian ini menggunakan metode kualitatif. Subjek pada penelitian ini adalah karyawan yang telah mengalami pemutusan hubungan kerja oleh perusahaan tempat mereka bekerja terutama di Kabupaten Sidoarjo. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui wawancara mendalam dengan topik bentuk resiliensi karyawan pasca pemutusan hubungan kerja di masa pandemi covid-19, dan teknik analisis data dalam penelitian ini menggunakan pendekatan studi kasus. Hasil dari penelitian ini adalah (1) subjek mampu mengatasi tekanan dengan sikap optimistis, (2) subjek dapat memulihkan keadaannya sehingga hubungan dengan orang terdekat tetap terjalin dengan baik, (3) subjek memiliki pengendalian keinginan yang baik sehingga dapat bertahan dengan kondisi mereka saat ini tanpa mempengaruhi kondisi emosi. Kesimpulan penelitian ini adalah subjek dapat menerima situasi tekanan dengan sangat tenang, berpikir positif, dan juga berusaha dengan keras dalam mencari jalan keluar atas masalah yang dialami subjek pasca mengalami pemutusan hubungan kerja.

Kata kunci: Pemutusan Hubungan Kerja, resiliensi, karyawan, pandemi, covid-19

INTRODUCTION

Human resources are a key element in the organization when compared to other elements such as capital, technology, and money because humans control aspects of the Organization. The word resiliency is still very foreign heard in the ears of Indonesian society, but hear the definition of society will certainly understand it. Resiliency is the process by which individuals

can bounce back from the dismay of the situation and how the individual can rise again from the dismay of the situation and how the individual can live better lives than ever before, not too late in the problems faced. Any individual who has a low resilience rate tends to take longer to solve the problem and vice versa if the individual's resiliency rate is high then it is very fast and easy to solve the problem of weighing anything.

Termination of employment is feared for every employee who works in a company. For employees, termination of employment is the end of their lives, by their cessation of work then they will seek again a new job and re-adapt to the new working environment. Not all employees who suffer from termination of employment can accept the condition, even if a person has a weak emotional endurance will have prolonged depression. Termination of employment is one of the actions taken by the company to stabilize the company's operational budget to remain stable. By reducing employees who work is expected to stabilize between the company's operational budget with the company's income gained to avoid the bankruptcy of the company. Termination of employment to employees who work in a company is not done without fulfilling the rights that must be obtained for the employee.

Employees who have been disconnected from their work by the company are given Severance as a capital to fulfill their daily needs. But sometimes the severance given by the company is not able to meet the needs of the employee's life post laid off from his job. Moreover, the Covid-19 pandemics today have struck Indonesia. The Covid-19 Virus, which is very fast-paced, makes the Indonesian government take immediate action by creating a large-scale social policy (PSBB). This policy aims to control human movement in daily social life, thereby reducing the spread of Covid-19 virus transmission. This policy also greatly affects companies throughout Indonesia, including companies in Sidoarjo. The large-scale social restriction policy imposed by the government affects the company's operational activities, as the company is obliged to restrict employees who are in the office or factory and some other employees work from home to minimize the transmission between employees in the corporate environment.

Such restrictions indirectly affect the company's operational or production activities to be not maximized, affecting the financial inclusion of the company entering from the company's operational or production activities. So that many companies, including companies in Sidoarjo take the action of termination of employment to balance the company's finances between operational activities or production with the income generated by the company so as not to undergo bankruptcy and remain in the current pandemic-19. Therefore, in this research, resilience is used to find out how the emotional resilience of an employee in facing problems in experiencing termination of employment, especially in the Covid-19 pandemic period that is minimal to the job vacancy and recruitment of employees from the number of termination of employment by the majority of companies in Indonesia.

Every individual has a difference in attitude in dealing with the problem of termination of employment. The majority of individuals experience failures out of their dispossession in the issue of termination of employment. The individual has thought that with the termination of the company's employment, indirectly the income of the family no longer exists, thus sometimes creating disharmony in family relationships. However, for individuals who are able to cope with the problem of termination of employment, it is easy to get up and look for better solutions to continue life. Such an ability in the face of a variety of tough situations is not a coincidence but because the individual has a certain ability to deal with any problem that has it

METHOD

This type of research is descriptive qualitative research, in which the data collected is in the form of words. Qualitative research is a research procedure that produces descriptive data in the form of written or spoken words from people and observed behavior. The purpose of descriptive research is to make systematic, factual, and accurate descriptions of the facts and characteristics of a particular population or area. The subjects used in this study used 2 subjects with different backgrounds and different problems. This research is used to identify employee resilience after termination of employment by their place of work during the Covid- 19 pandemic. In this case, the research location is Sidoarjo. Sidoarjo Regency was chosen because the location is where the informant works and lives. In addition, Sidoarjo was chosen by researchers because it is an area that is heavily affected by Covid-19 and is included in the red zone. In terms of collecting this data, the researcher goes directly to the object of research to get valid data, so the researcher uses observation and interview methods. This direct observation was carried out by researchers to optimize data on how the form of resilience of employees who were terminated by the company where they worked. The interview method researchers used to explore data related to how the resilience of employees after termination of employment at their company work.

RESULTS AND DISCUSSION

To discuss the issue of this research used the theory of Coulson (2006) Four processes that occur when individuals experience depressed situations (significant adversity), namely succumbing, survival, recovery, and thriving. In this study used two research subjects with the background, the company's working place, and different position positions. The first, the subject of an AD that works in the company X position as HR staff in Krian, Sidoarjo which has been working for 6 months and is disconnected by the company's work relationship. Form of resiliency process carried out by the subject of the AD in the succumbing phase, she admitted to the decision taken by the company to break the contract that has not even run for a year as a result of the impact pandemic Covid-19 that indirectly resulted in the operation of the company. AD and co-workers who are disconnected from their work contract can not do anything, dialogue, or negotiate with the company, because the policy issued by the company that the company chooses to break the employment contracts of its new employees running under 1 year up to 1 year of work and retain the old employees whose work contracts are already running over 1 year of work. The company issued the policy judging that disconnecting the employees whose contracts run under 1 year do not need to spend much expenditure on compensation from employees who have been disconnected from the company should break the employment contract employees whose work contracts are already running over 1 year. With the current situation that has been passed, she feel may have been the way to continue the effort or the work of self-selling beauty tools online that he has been pioneering since the lecture to resume that as long as she get the work remains the business is not running anymore. In the survival phase, she during the post-termination work relationship by the company where he worked on the business of selling beauty tools online that during his work ceased to operate. In addition, she also utilize severance money from the company to expand its online sales business. Not only selling beauty tools, she also penetrated the business selling frozen food. The AD family is also very supportive of what the she does in doing business selling online, the families of what she is doing can increase the independence of she and the spirit of life of she in living life. This business he did to fulfill his own life and help the economy of both his parents as well. In the recovery phase, she does not feel there is a psychological and emotional disorder post termination of employment. Even she did not feel frustrated post lost his job more

in this time pandemic job and recruitment of employees very little, so the opportunity to get a job again very small.

But the passion that she has is so large and the support of the family, which is able to make she to focus on the future life, focus for the business selling its online without the need to have prestige and shame with the environment around her. In the thriving phase, she tried to be very persistent in his post-breakup lives. she is very persistent to develop its online sales business, even it expands its efforts that he has been pioneered. Not only selling beauty tools, now she also penetrated business selling online frozen food. she admitted that selling its online business has a positive response, many orders from customers who order products sold. In addition, the inclusion generated by her online sales business exceeds she's monthly earnings while working in the company where she works.

For the second subject of the AS-initials, who works at PT Y in the position of production manager in Sidoarjo district that has been working for 10 years and disconnected from the company he works for. A form of resiliency process carried out by AS subjects in the succumbing phase, he claimed to be resigned to the decisions taken by the company to break the contract, although in the inner case strongly regret against the policy of the company that has severed his contract because he assessed the devotion to the company as long as the material consideration to be maintained by the company. The policies issued by AS companies working more retain employees who work with the workforce under 10 years in consideration of giving younger employees the opportunity to occupy strategic positions within the company and be assessed by maintaining a younger worker is expected to bring new innovations for the company in the Covid-19 pandemic that forced the company where he works should quickly adapt to the present state.

In the survival phase, he during the post-termination employment relationship by the company he worked on went on to open the Project consultant services. With its capabilities, network connection with the relationship companies, and experience in working on the project while still working in the company before, he leverages its severance to as a capital opening its project consultant services. AS assessed the skills and experience he had during his work that encouraged him to open the project's consulting services as a business in making a living to meet the daily needs of his family's life.

In the recovery phase, he did not feel any psychological and emotional disturbances after the termination of the employment relationship. Even he is not feeling frustrated after losing its job more in this lifetime of pandemic vacancies and recruitment of very few employees, so opportunity to get the job back is very small. But he's spirit is so great and the support of the family, who is able to make him to focus on living the future, focus for business selling its online without the need to have prestige and shame with the environment around him. In the thriving phase, he tried to be very persistent in its post-breakup lives. AS is very persistent to develop its project consultant services with a very persistent and unyielding. So far, the project consultant services that have been developed by many large companies are using their services in preparing and working on the project.

From the above exposure to the resilience of employees after termination of employment has positive thinking in facing problems arising after termination of employment. It also does not escape the family support and the environment of the subject, as well as the form of thought and action filled with simplicity in accordance with the circumstances of the subject that is full of simplicity in his life. The subject strives to solve the problems that arise with patience without having to change their emotions which impact the subject will have difficulty resolving the problem. The subject overcame all the problems that arose after the termination of employment with a positive attitude and surrender to the Lord for all that happened to make

the subject can think positively and doing business well also not separated from the full support of the family and people from the nearby environment to make the quality of the subject's resilience very well.

The subject can accept the pressing situation very quietly and can think clearly what to do to solve the problem that arises, by not thinking about the problem continuously making the subject can think clearly. The subject has the resiliency to it and it is productive with a positive attitude. The subject can cope with the excellent pressing conditions, the subject can get a positive aspect of the pressure faced, is more active in doing business, and does not consider the problems that arise after the termination of employment.

CONCLUSION

The form of resilience of the two subjects has a form of resilience that is not much different, the two subjects can cope with the pressure that occurs with an optimistic attitude, both subjects can recover their situation well which makes the two subjects still have good relationships with other people in their neighborhood. This was indicated by the support of the closest people such as family and neighbors of the two subjects, the two subjects also had a fairly good control of desire because the two subjects could survive their condition without affecting their emotional condition.

Both subjects can accept the stressful situation after termination of employment very calmly, and can also think well what to do to solve the problem, by not dragging on thinking about this problem makes the subject think clearly and well, a friendly attitude that It is shown that both subjects indirectly affect the resilience and psychological of the subject, both subjects can handle psychological pressure well by accepting the pressure calmly and trying to find solutions to the problems they have faced and have a positive character.

In both subjects these stressful conditions can be handled by the subject well. Both subjects can achieve the positive aspects of the pressures they face, be more active in running a business, and no longer think about problems that have pressed their life, namely termination of employment.

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