

## **GAMBARAN FAKTOR RESILIENSI PADA TENAGA KERJA TER-PHK DI MASA PANDEMI COVID-19**

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### *Abstrak*

Penelitian ini dilaksanakan untuk mendapatkan gambaran faktor resiliensi tenaga kerja ter-PHK selama pandemi Covid-19 berlangsung, melalui faktor pendukung resiliensi yang mereka miliki sebagai kekuatan untuk menghadapi peristiwa menyulitkan dan melanjutkan kehidupannya kembali. Partisipan penelitian terdiri dari tiga orang tenaga kerja formal berusia 40-55 tahun, yang mengalami PHK dari perusahaan pada masa pandemi Covid-19. Analisis Isi Kualitatif (AIK) menjadi metode analisis dalam penelitian kualitatif ini dengan menggunakan wawancara semi-terstruktur sebagai metode pengambilan datanya. Proses analisis hasil penelitian menunjukkan ketiga partisipan merupakan individu resilien yang mengelola faktor pendukung resiliensi untuk menghadapi peristiwa PHK di masa pandemi Covid-19 ini. Faktor pendukung resiliensi berupa karakteristik personal ditunjukkan melalui penyusunan rencana pemecahan masalah dan regulasi emosi. Faktor keluarga memberikan dukungan emosional dan material. Faktor ketiga yaitu lingkungan di sekitar partisipan memberikan dukungan berupa bantuan material dan informasional.

Kata kunci: Pandemi Covid-19, PHK, tenaga kerja, resiliensi, faktor pendukung resiliensi

## THE OVERVIEW OF RESILIENCE FACTORS ON THE LAID OFF EMPLOYEE DURING THE COVID-19 PANDEMIC

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### Abstract

*This research was conducted to obtain an overview of the resilience factors of laid-off workers during the Covid-19 pandemic through factors supporting resilience they have as strength to face difficult events and resume their lives. The participants of this study consisted of three formal workers aged 40-55 years who experienced layoffs from the company during the Covid-19 pandemic. Qualitative Content Analysis (AIK) is the analytical method in this qualitative study which was carried out using semi-structured interviews as the data collection method. The analysis process of the research results shows that the three participants were resilient individuals who managed resilience supporting factors to deal with layoffs during the Covid-19 pandemic. Factors supporting resilience in the form of personal characteristics are shown through the preparation of problem-solving plans and emotional regulation. Family factors provide emotional and material support. The third factor is the environment around the participants providing support in the form of material and informational assistance.*

**Keywords:** Covid-19 Pandemic, layoff, employee, resilience, factors supporting resilience