

HUBUNGAN *COPING STRESS* DENGAN RESILIENSI KARYAWAN *SANDWICH GENERATION*

ABSTRAK

Penelitian ini bertujuan untuk mengetahui ada atau tidaknya hubungan positif antara *coping stress* dengan resiliensi pada karyawan *sandwich generation*. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara *problem-focused coping*, *emotion-focused coping*, dan *dysfunctional coping* dengan resiliensi karyawan *sandwich generation*. *Sandwich generation* menempatkan karyawan memiliki tuntutan ganda sehingga memerlukan resiliensi dengan *coping stress* yang efektif. Karyawan *sandwich generation* menghadapi berbagai tuntutan yang dapat menimbulkan stres sehingga membutuhkan *coping stress* untuk mempertahankan kemampuan resiliensi. Penelitian ini melibatkan 114 responden karyawan *sandwich generation* yang diperoleh dengan membagikan skala *coping stress* The Brief Cope milik Carver (1997) dan skala resiliensi CD-RISC milik Connor dan Davidson (2003). Reliabilitas kedua instrumen berada di kategori sangat kuat yaitu resiliensi The Brief COPE sebesar 0,889 dan resiliensi CD-RISC sebesar 0,885. Hasil penelitian menunjukkan adanya hubungan positif antara *problem-focused coping* dan *dysfunctional coping* dengan resiliensi. Pada *coping stress* jenis *problem-focused coping* dengan nilai koefisien korelasi 0,385 dan nilai signifikansi 0,000. Dan pada *coping stress* jenis *dysfunctional coping*, ditunjukkan dengan nilai koefisien korelasi sebesar -0,284 dan nilai signifikansi 0,002. Sedangkan pada *emotion-focused coping* tidak memiliki hubungan dengan resiliensi karyawan *sandwich generation*. Nilai koefisien korelasi sebesar 0,166 dan nilai signifikansi 0,078 ($> 0,05$). Penelitian menunjukkan *coping stress* memiliki hubungan positif dengan resiliensi karyawan *sandwich generation*.

Kata Kunci: *Coping Stress*, Resiliensi, Karyawan *Sandwich Generation*

***THE RELATIONSHIP BETWEEN STRESS COPING AND RESILIENCE
AMONG THE SANDWICH GENERATION EMPLOYEES***

ABSTRACT

This study aims to determine whether there is a positive relationship between stress coping and resilience among sandwich generation employees. The hypothesis of this study is that there is a positive relationship between problem-focused coping, emotion-focused coping, and dysfunctional coping and the resilience of sandwich generation employees. The sandwich generation places employees under dual demands, requiring them to develop resilience through effective stress coping. Sandwich generation employees face various demands that can cause stress, thus requiring stress coping strategies to maintain their resilience. This study involved 114 respondents from the sandwich generation, who were selected by administering Carver's (1997) Brief COPE stress coping scale and Connor and Davidson's (2003) CD-RISC resilience scale. The reliability of both instruments was classified as very strong, with the Brief COPE resilience scale scoring 0.889 and the CD-RISC resilience scale scoring 0.885. The results indicate a positive relationship between problem-focused coping and dysfunctional coping and resilience. For problem-focused coping, the correlation coefficient was 0.385 with a significance level of 0.000. For dysfunctional coping, the correlation coefficient was -0.284 with a significance level of 0.002. Meanwhile, emotion-focused coping was not associated with the resilience of employees in the sandwich generation. The correlation coefficient was 0.166 with a significance level of 0.078 (>0.05). The study indicates that stress coping has a positive relationship with the resilience of sandwich-generation employees.

Keyword: Stress Coping, Resilience, The Sandwich Generation Employees