

Research Article

Women's Resilience of Termination of Work in the Covid-19 Pandemic Period on Children's Learning Outcomes

Ngia Masta and Melda Rumia Rosmery Simorangkir

Universitas Kristen Indonesia
Email: meldasimorangkir82@gmail.com

Received: July 8, 2022

Accepted: July 20, 2022

Published: July 28, 2022

Abstract: The Covid-19 pandemic has had a major impact on various sectors, including health, education, industry, tourism, the economy, and various other sectors. www.kemnaker.go.id November 24, 2020 there are 29.12 million people affected by the Covid-19 pandemic, namely 2.56 million new unemployed due to Covid-19, not working because of Covid-19, 1.77 million people, and experienced a reduction in working hours of 24.03 million people. This study aims to measure the resilience of women who were termination of employment during the Covid-19 pandemic to their children's learning outcomes. The method in this study uses qualitative research methods with a case study approach. Researchers made clear and in-depth observations by collecting data through documentation, interviews and observations. The subjects of this study were students and mothers of termination of employment victims, and teachers also acted as research subjects who helped collect data on student learning outcomes during school from home. The results of the study found that a good mother's mentality had a good impact on student learning outcomes, even though they were in a very complicated situation due to Termination of employment due to the Covid-19 pandemic, mothers were willing to help themselves so that their children were helped both psychologically, physically and cognitively.

Keywords: Resilience, Termination of Women's Employment, Covid-19 Pandemic, Learning Outcomes.

Introduction

In www.bisnis.tempo.com on April 27, 2020 the general chairman of the Indonesian Textile Association (API) Jemmy Kardiwa Sastraatmaja revealed that since last week, the number of laid-off workers from the Textile and Textile Products (TPT) industry has reached 80 percent or 2.1 million workers, therefore the country's market was exhausted, both for export and local, so many API members closed their industries. In addition to reducing the workforce, the textile industry has also experienced a reduction in utilization by up to 90 percent and production volume by 85 percent.

Through the www.kemnaker.go.id page on October 13, 2020, the Minister of Manpower, Ida Fauziyah, revealed that due to the Covid-19 pandemic, our unemployment has increased to 6.9 million people, and 3.5 million are victims of Termination of employment. In fact, every year there is an increase of 2.9 million new working age population, a total of almost 10 million for 2020. The pandemic that is increasingly spreading in various regions in Indonesia has caused workers to lose their jobs. This is because the self-quarantine policy has paralyzed all sectors, including the health, economy, industry and education sectors. Interest in spending decreased along with the decline in people's income, this also happened to female workers who worked in garment and food factories. Garment, cigarette and food factories in Indonesia generally use female workers and become urbanites in industrial cities, one of which is Pulo Gadung, East Jakarta.

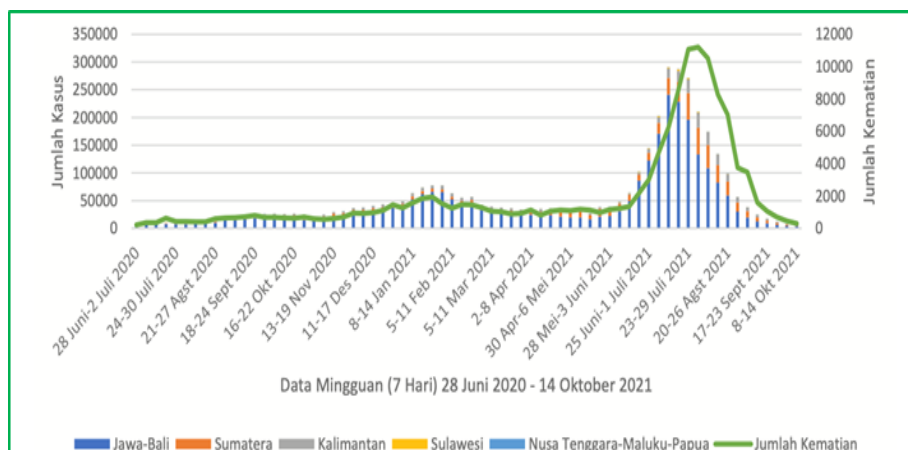


Figure 1. National Overview of the Covid-19 Pandemic (Source: Indonesian Ministry of Health)

Until October 18, 2021, based on data obtained through www.kemkes.go.id, nationally cumulatively until October 14, 2021, there were 4,233,014 Indonesians who were confirmed to be Covid-19 with an incident rate of 2.80/100,000 population per week. The Covid-19 pandemic has had a huge impact on various sectors, including health, education, industry, tourism, economy and various other sectors. Based on data obtained from www.kemnaker.go.id on November 24, 2020 there were 29.12 million people affected by the Covid-19 pandemic, namely 2.56 million new unemployed due to Covid-19, not working because of Covid-19, 1.77 million people, and experienced a reduction in working hours of 24.03 million people. The Covid-19 pandemic is also explained by an increase in the open unemployment rate by 7.07%, bringing the number to 9.7 million people. Based on data obtained through the Indonesian Central Statistics Agency (BPS) www.bps.go.id, it was found that the open unemployment rate in August 2019 was 5.23%, August 2020 was 7.07% and in August 2021 it was 6.49%. This figure has increased from 2019 to 2021 as much as 1.26%. The unemployment rate does not only occur in men, but also in women and this will certainly have an impact on families and children.

The impact of these Termination of employment is of course also a psychological burden on women who are laid off, both those who work as the backbone of the family, helping their husbands, or single parents. Minister of Manpower Ida Fauzi on January 5, 2021 through www.cnnindonesia.com explained that there were 623,407 female workers who were affected by Covid-19, some were laid off, were terminated or repatriated due to illness. In his research (Pondalos and Santi, 2021) explained that as many as 13.9% of companies reduced the number of employees, while 15.6% of companies laid off employees. Singapore uses female migrant workers from neighboring developing countries to work as domestic helpers, to benefit the formal economy (Huang and Yeoh, 1996). Women with various roles are needed in a family other than as mothers, women are also involved in fulfilling the economy in the family. In the adult world, work in addition to earning an income also has a function of self-esteem and an important role as someone who earns a living. This study aims to measure the resilience of women laid off from the Covid-19 pandemic on children's learning outcomes.

Theoretical review

Resilience

In theory, resilience is a multifaceted field of study that has been tackled by social workers, psychologists, sociologists, educators about the strengths that people exhibit and the systems that enable them to overcome various difficulties that occur (Van Breda, 2001). The same view is expressed that resilience is an ability to be able to bounce back, and maybe even grow in the face of painful life experiences (Southwick *et al.*, 2014). Resilience can be formed because it is influenced by 2 factors, namely external factors are conditions that include childhood experiences and internal factors are conditions that come from within a person (Wagnild & Young, 1993).

Termination of Employment

Termination of employment are activities that are usually carried out by organizations to be able to carry out the life of an ongoing company. Termination of employment of members of the organization are carried out because of the limited ability of the organization to meet the interests of organizational members (Muslim, 2020). In a different view regarding termination of employment, termination of employment is a decision taken by the company to terminate the employment relationship between companies for employees who are considered capable of their duties. Termination of employment are carried out for these employees because they no longer need their services so that there is a reduction (Hisbullah and Hudin, 2020). The dynamics of employment life do not always run optimally, problems can occur both from the company and its workers, problems for workers who feel aggrieved by company policies or companies who feel aggrieved due to worker negligence, resulting in disputes, making the company take Termination of employment against workers (Juaningsih, 2020).

Impact of Termination of Employment

It is common knowledge about the financial challenges faced by the current wave of termination of employment for individuals and families throughout the country, various efforts are made by someone to be able to adjust after termination of employment, one of which is lifestyle changes, including: reducing savings and sale of assets such as gold, vehicles or even property (Brockner *et al.*, 1986). The impact of Termination of employment apart from the unemployment crisis also has an impact on working conditions and on certain groups who are more vulnerable to the impact of a bad labor market (Syahrial, 2020). Termination of employment cannot be carried out arbitrarily because it will make the affected workers lose their income and make the suspect victims of termination of employment because they cannot meet their needs (Putri *et al.*, 2021).

Covid-19 Pandemic

The Ministry of Health of the Republic of Indonesia through www.kemendes.go.id explained that Coronavirus is “a large family of viruses that cause disease in humans and animals, a new type of corona virus that has been found in humans since Wuhan, China, last December. 2019, later named Severe Acute Respiratory Syndrome. Syndrome Coronavirus 2 (SARS-COV2) which then causes Coronavirus Disease-2019 (COVID-19)”. Meanwhile, WHO in www.who.int.com explained in more detail that “Covid-19 is an infectious disease caused by a newly discovered coronavirus and is currently a pandemic that is happening in many countries around the world.

Learning Outcomes

Learning outcomes are something students do from activities that they could not previously do (Watson, 2002). Learning outcomes are a guiding tool that guides students to the desired results from the activities carried out, the teacher helps students show the steps that will be taken to achieve the desired goals (Mahajan and Singh, 2017). Learning outcomes are the peak of student learning success towards predetermined learning objectives which include cognitive (knowledge), affective (attitudes), and psychomotor (behavior) aspects (Kristin, 2016).

Methodology

The method in this study uses qualitative research methods with a case study approach. The case study is a descriptive analysis research, the researcher makes clear and in-depth observations by collecting data through documentation, interviews and observations. The subjects of this study were students and mothers of victims of termination of employment, and teachers also acted as research subjects who helped collect data on student learning outcomes during school from home.

Results and Discussion

Based on the results of interviews conducted with 25 women victims of termination of employment, they found it very difficult to meet the needs of online learning during the pandemic. The needs of learning devices include computers, android, internet and WiFi networks, in the era of web-based

learning, at least students need internet and WiFi networks to be able to meet their learning needs. In the even semester of the 2020/2021 academic year in an interview conducted on December 25, 2021, KM students had a very difficult time sharing cellphones and laptops to study with their siblings at home, even though schools currently provide Chromebook loans but they still find it difficult to use because they don't have WiFi or maximum internet network for learning.

KM also explained that what students often do to maximize their collection of assignments, especially project-based assignments, is to get free quota from the government, buy weekly quotas, go to a friend's or neighbor's house with WiFi and occasionally go to a fast food restaurant to get a free WiFi network. This is considered very helpful for students to meet the needs of web-based online learning. Other needs such as laptops, cellphones or androids, students try to take turns with siblings and parents to be able to do online learning activities, at first online students are very depressed and bored because they have to study at home for months since.

JN in an interview conducted on December 19, 2021 revealed that respondents were very bored, stressed, and several times forced their friends' houses to study together or just meet to laugh, although of course not all friends could be visited because many complexes were closed at the time. The data found that there were 56% of female layoff victims who agreed to try to develop themselves, 36% strongly agreed and 8% who had difficulty developing themselves after receiving Termination of employment in the first 4 months.

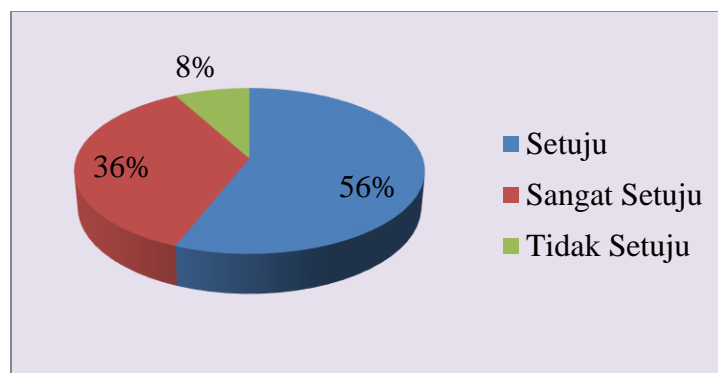


Figure 1. Graph of Self-Development Ability

Overall, 25 of the laid-off respondents who have children who are currently studying in junior high school, explained that there was an increase in grades from the even semester of the 2020/2021 school year to the odd semester of the 2021/2022 school year. This can be seen from the daily scores obtained by students. Mrs. G and L in an interview on January 15, 2022 explained that currently students are doing a lot of project-based assignments, so they involve parents a lot in completing their assignments and responsibilities.

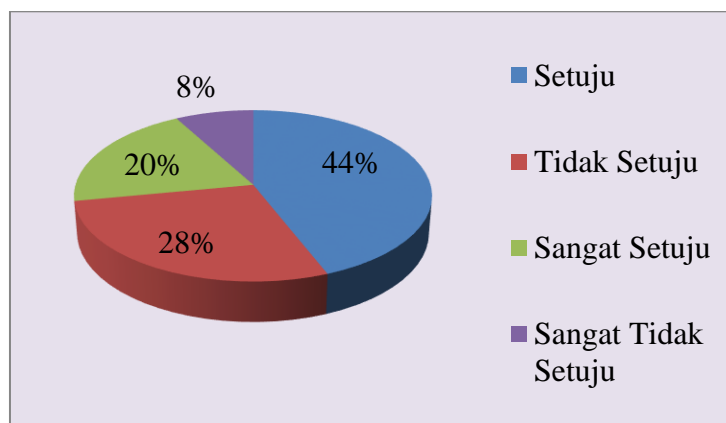


Figure 2. Graph of increasing student learning outcomes

The two respondents are also very grateful to be able to see child development and positive and negative changes that occur in students. It was found that 20% strongly agree, 44% agree, 28% disagree and 8% strongly disagree that there has been a very good change as long as the layoff mother is at home accompanying students studying in the even semester of the 2020/2021 school year to the odd semester of the 2021/2022 school year. This increase in value is much influenced by the high belief of women, resilience is a strength that must be possessed by individuals when facing situations that are not in line with expectations.

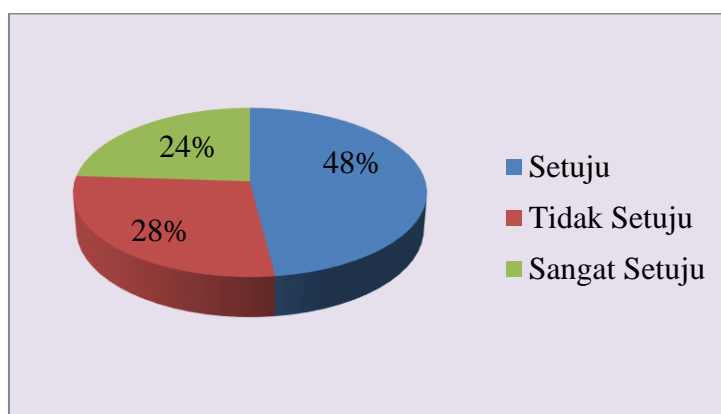


Figure 3. Graph of the Resilience of Women Victims of Termination of employment

As many as 24% strongly agree, 48% agree from 25 respondents who believe that they are able to rise and have new motivations to be able to continue working and actualize themselves by looking for potential that can be developed. Although there are as many as 28% of respondents who do not agree with this, they are not sure that they are able to rise from the very complicated conditions caused by the termination of employment of the Covid-19 pandemic.

Conclusion

Positive support from the closest people also plays a role in the formation of each subject's resilience. Subjects also both have good desire control, because they are able to live simply, accept stressful situations calmly, and can think well about what to do to overcome the life problems they are facing. Subjects can achieve positive aspects and strong character so that they can help children in carrying out education at school. A good mother's mentality has a good impact on student learning outcomes, mother's resilience is needed to build maximum children's learning conditions. Even though they are in a very complicated situation due to the termination of employment of the COVID-19 pandemic, mothers are willing to help themselves so that their children are helped both psychologically, physically and cognitively.

Conflicts of interest: There is no conflict of interest of any kind.

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Citation: Ngia Masta and Melda Rumia Rosmery Simorangkir. 2022. Women's Resilience of Termination of Work in the Covid-19 Pandemic Period on Children's Learning Outcomes. *International Journal of Recent Innovations in Academic Research*, 6(7): 36-41.

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