HUBUNGAN RESILIENSI DAN REGULASI EMOSI, DENGAN STRES PADA KARYAWAN SWASTA DI JABODETABEK SELAMA PANDEMI COVID-19

Sulasih
15000119410001

Fakultas Psikologi

Universitas Diponegoro

ABSTRAK

Kasus terkonfirmasi positif tertinggi ditemukan pada usia produktif serta berpotensi "*carier*" terutama karyawan dengan mobilitas tinggi menimbulkan kerentanan pada kesehatan mental dan fisik pekerja. Tekanan psikologis dihadapi selama pandemi COVID-19 disertai tuntutan tinggi pekerjaan akan berdampak pada tingkat stres individu. Melalui keterampilan pengaturan emosi, diharapkan dapat membantu meningkatkan resiliensi. Penelitian bertujuan untuk mengetahui hubungan resiliensi dan regulasi emosi dengan stres pada karyawan swasta di Jabodetabek (Jakarta, Bogor, Depok, Tangerang dan Bekasi) selama pandemi COVID-19 berlangsung. Subjek 362 karyawan swasta (41.7% laki-laki dan 58.3% perempuan; Mean usia = 35.64; SD Usia = 8.95) dengan teknik *cluster random sampling*. Data dikumpulkan menggunakan instrumen Skala *Perceived stres* (9 aitem α = .797), skala Resiliensi (23 aitem α = .917), dan skala Regulasi emosi (10 aitem α = .830). Hasil analisis regresi berganda menunjukkan terdapat hubungan negatif yang signifikan antara resiliensi dan regulasi emosi dengan stres ($p = .000 < 0.05$), berarti bahwa strategi regulasi emosi yang digunakan dengan efektif mampu mengurangi emosi negatif sehingga meningkatkan resiliensi individu dan dengan sendirinya menurunkan stres. Nilai Koefisien Determinasi (R^2) =.087, artinya bahwa secara bersama-sama resiliensi dan regulasi emosi memberikan sumbangan efektif sebesar 8.7% terhadap stres. Hasil analisis tambahan menunjukkan sistem bekerja mampu mempengaruhi stres, dimana individu yang bekerja keduanya antara dari rumah dan kekantor lebih rentan mengalami stres dibandingkan yang hanya dirumah. Resiliensi dan kemampuan mengelola emosi menjadi faktor yang penting dalam menghadapi tekanan selama masa pandemi COVID-19.

Kata kunci: resiliensi, regulasi emosi, stres, karyawan swasta, COVID-19

THE RELATIONSHIP OF EMOTIONAL RESILIENCE AND REGULATION, WITH STRESS IN PRIVATE EMPLOYEES IN JABODETABEK DURING THE COVID-19 PANDEMIC

ABSTRACT

The highest positive confirmed cases were found in productive age and potential carriers, especially employees with high mobility, causing vulnerability to the mental and physical health of workers. The psychological pressure faced during the COVID-19 pandemic accompanied by high work demands will have an impact on individual stress levels. Through emotional regulation skills, it is hoped that it can help increase resilience. This study aims to determine the relationship between resilience and emotional regulation with stress in private employees in Greater Jakarta (Jakarta, Bogor, Depok, Tangerang and Bekasi) during the COVID-19 pandemic. Subjects were 362 private employees (41.7% male and 58.3% female; Mean age = 35.64; SD Age = 8.95) using cluster random sampling technique. Data were collected using the Perceived Stress Scale instrument (9 items = .797), Resilience scale (23 items = .917), and the emotional regulation scale (10 items = .830). The results of multiple regression analysis showed that there was a significant negative relationship between resilience and emotional regulation with stress ($p = .000 < 0.05$), meaning that the emotion regulation strategy used effectively was able to reduce negative emotions thereby increasing individual resilience and by itself reducing stress. The value of the coefficient of determination (R^2) = .087, which means that together resilience and emotional regulation provide an effective contribution of 8.7% to stress. The results of additional analysis show that the work system is able to affect stress, where individuals who work both from home and the office are more prone to experiencing stress than those who only work at home. Resilience and the ability to manage emotions are important factors in dealing with stress during the COVID-19 pandemic.

Keywords: resilience, emotion regulation, stress, private employees, COVID-19