

ABSTRAK

Pandemi COVID-19 telah memakan banyak korban jiwa, juga menyebabkan krisis ekonomi di berbagai negara. Pandemi COVID-19 telah menghantam industri manufaktur secara global, yang mengakibatkan jutaan karyawan terkena *layoff*. Dampak Covid-19 tidak hanya akan berdampak pada kesehatan dan perekonomian, tetapi juga akan berdampak pada tenaga kerja. Penelitian ini bertujuan untuk menguji proses dimana *COV-layoff* memiliki efek tidak langsung yang negatif pada orang yang selamat (*survivors*) terhadap kinerja *in-role performance* dan *extra-role performance* melalui stres terkait COVID-19 (*COV-Stress*). Penelitian ini juga menguji efek moderasi POS-COV dan PFS-COV dalam hubungan antara *COV-layoff* pada *in-role performance* dan *extra-role performance* melalui *COV-stress*. Populasi dalam penelitian ini adalah seluruh karyawan yang bekerja di PT. Indonesia Stanley Electric. Sampel dalam penelitian ini diambil menggunakan teknik *purposive sampling* dengan jumlah sampel yang didapat sebanyak 140 responden. Teknik analisis data yang digunakan dalam penelitian ini adalah teknik *Structural Equation Modelling* dengan metode *Partial Least Squares*. Berdasarkan hasil pada penelitian menunjukkan bahwa selama pandemi COVID-19, *COV-layoff* memiliki dampak negatif pada kinerja *In-role performance* dan *Extra-role performance* pada *survivors* melalui peningkatan *COV-stress*. Selanjutnya POS-COV dan PFS-COV menahan efek negatif dari *COV-layoff* dimana karyawan yang menerima POS-COV dan PFS-COV lebih tinggi cenderung mengalami *COV-stress* yang lebih rendah yang disebabkan oleh *COV-layoff*, dan kinerja mereka tidak memburuk. Peran PFS-COV disini penting untuk mengatasi situasi pandemi saat ini, karena ancaman *COV-layoff* tidak hanya berdampak pada karyawan tetapi juga keluarga mereka. Hasil studi ini menunjukkan bahwa dukungan sosial yang tinggi dari anggota keluarga dapat membantu para *survivors* melewati masa sulit ini, dan mengurangi stres akibat COVID-19, dan mempertahankan kinerja mereka.

Kata kunci: *Layoff* akibat COVID-19, Stres terkait COVID-19, Kinerja pekerjaan, Dukungan sosial

ABSTRACT

The COVID-19 pandemic has claimed many lives, also caused economic crises in various countries. The COVID-19 pandemic has hit the manufacturing industry globally, resulting in millions of employees being laid off. The impact of Covid-19 will not only have an impact on health and the economy, but will also have an impact on the workforce. This study aims to examine the process by which COV-layoff has a negative indirect effect on survivors on in-role performance and extra-role performance through COVID-19-related stress (COV-Stress). This study also examined the moderating effect of POS-COV and PFS-COV in the relationship between COV-layoff on in-role performance and extra-role performance through COV-stress. The population in this study were all employees who worked at PT. Indonesia Stanley Electric. The sample in this study was taken using a purposive sampling technique with the number of samples obtained as many as 140 respondents. The data analysis technique used in this study is the Structural Equation Modeling technique with the Partial Least Squares method. Based on the results of the study, it was shown that during the COVID-19 pandemic, COV-layoff had a negative impact on In-role performance and Extra-role performance in survivors through increased COV-stress. Furthermore, POS-COV and PFS-COV restrained the negative effects of COV-layoff where employees who received higher POS-COV and PFS-COV tended to experience lower COV-stress caused by COV-layoff, and their performance did not deteriorate. The role of PFS-COV here is important to overcome the current pandemic situation, because the threat of COV-layoff not only affects employees but also their families. The results of this study show that high social support from family members can help survivors get through this difficult time, and reduce stress due to COVID-19, and maintain their performance.

Keywords: COVID-19-induced layoff , COVID-19-related stress, Job performance, Social support