

ABSTRAK**HUBUNGAN RESILIENSI DENGAN *SELF ESTEEM* KARYAWAN
TERDAMPAK PHK SELAMA COVID-19**

Reizza Salamah
Program Studi Psikologi

Agar karyawan memiliki resiliensi yang tinggi, dibutuhkan karakter individu untuk persepsi mengenai diri sendiri untuk menunjukkan kemampuan menghadapi situasi PHK. Salah satu persepsi mengenai diri sendiri yang dibutuhkan adalah *self esteem*. Penelitian ini bertujuan untuk mengetahui hubungan antara resiliensi dengan *self esteem* karyawan terdampak PHK selama covid-19. Rancangan penelitian ini adalah studi kuantitatif berjenis korelasional dengan teknik simple random sampling dengan jumlah sampel 100 responden. Resiliensi diukur dengan menggunakan alat ukur Connor & Davidson (2003) yang diadaptasi dari penelitian Ridwan (2016) dengan 20 item valid. *Self esteem* diukur dengan menggunakan alat ukur Coopersmith (1997) yang diadaptasi dari penelitian Marpaung & Rozali (2021) dengan 18 item valid. Berdasarkan hasil uji korelasi diketahui bahwa ada hubungan resiliensi dengan *self esteem* karyawan terdampak PHK selama pandemi covid-19 dengan nilai ((sig.(p) = 0,000); (p) <0,05; (r) = 0,600), hipotesis diterima. Diketahui juga bahwa karyawan dengan resiliensi tinggi sebesar 59 orang (59%) dan resiliensi rendah sebesar 41 orang (41%). Karyawan dengan *self esteem* tinggi sebesar 52 orang (52%) dan *self esteem* rendah sebesar 48 orang (48%).

Kata kunci : resiliensi, *self esteem*, karyawan terdampak PHK

ABSTRACT***THE RELATIONSHIP OF RESILIENCE WITH SELF ESTEEM EMPLOYEES
AFFECTED BY LAYOFFS DURING COVID-19***

Reizza Salamah
Program Studi Psikologi

In order for employees to have high resilience, individual character is needed for self-perception to show the ability to deal with layoff situations. One of the perceptions of oneself that is needed is self-esteem. This study aims to determine the relationship between resilience and self-esteem of employees who activate layoffs during covid-19. The design of this research is a correlational quantitative research with simple random sampling technique with a sample size of 100 respondents. Resilience was measured using Connor & Davidson (2003) which was adapted from Ridwan's (2016) research with 20 valid items. Self-esteem was measured using a measuring instrument Coopersmith (1997) which was adapted from the research of Marpaung & Rozali (2021) with 18 valid items. Results Based on the correlation test, it is known that there is a relationship between resilience and self-esteem of laid-off employees during the covid-19 pandemic with a value of ((sig.(p) = 0.000); (p) <0.05; (r) = 0.600), the hypothesis is accepted. It is also close that employees with high resilience are 59 people (59%) and low resilience are 41 people (41%). Employees with high self-esteem are 52 people (52%) and low self-esteem are 48 people (48%).

Key words: Resilience, Self-Esteem, Employees Affected by Layoffs