

**PENGARUH SPIRITUALITAS TERHADAP RESILIENSI
PADA KORBAN PEMUTUSAN HUBUNGAN KERJA (PHK)
MASA PANDEMI COVID 19**

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Abstract—

The Covid-19 pandemic has had many negative impacts on the world's population. One of them is in the economic sector, namely the occurrence of *PEMUTUSAN HUBUNGAN KERJA* (PHK) for workers. Workers who experience layoffs experience difficulties in life, economic inequality, poverty, anxiety, and decreased quality of life. However, it's hoped that the victims of layoffs won't prolong this difficult situation but will rise from the adversity they have experienced. In the discipline of psychology, a person's ability to survive and rise from adversity is called resilience. Many factors can affect individual resilience, one of which is spirituality. It was found that spirituality can be a coping strategy when individuals experience difficult times. Therefore, this study was conducted with the aim of knowing the effect of spirituality on resilience in workers who have been laid off in Banten Province.

The study was conducted using quantitative methods, involving 120 workers who were laid off. The measuring instruments used in this study were SHALOM ($\alpha=.79$) and BRS ($\alpha=.6$). The results showed that there was no significant relationship between spirituality and resilience ($r^2 = .406$, $p > .05$) in victims of layoffs.

Keywords: Spirituality, Resilience, Termination of Employment (PHK)

Abstrak—

Pandemi Covid-19 banyak memberikan dampak *negative* bagi penduduk dunia. Salah satunya dalam sektor ekonomi, yakni terjadinya Pemutusan Hubungan Kerja (PHK) pada pekerja. Pekerja yang mengalami PHK mengalami kesulitan hidup, kesenjangan ekonomi, kemiskinan, kecemasan, dan menurunnya kualitas hidup. Walaupun demikian, diharapkan para korban PHK tidak berlarut-larut dalam keadaan sulit tersebut melainkan bangkit dari keterpurukan yang dialami. Dalam disiplin ilmu psikologi, kemampuan seseorang untuk bertahan dan bangkit dari keterpurukan disebut sebagai resiliensi. Banyak faktor yang dapat mempengaruhi resiliensi inividu, salah satunya adalah spiritualitas. Ditemukan bahwa spiritualitas dapat menjadi *coping strategy* ketika individu mengalami masa-masa sulit. Oleh karena itu, penelitian dilakukan dengan tujuan untuk mengetahui pengaruh spiritualitas terhadap resiliensi pada pekerja korban PHK di Provinsi Banten.

Penelitian dilakukan menggunakan metode kuantitatif, dengan melibatkan partisipan sebanyak 120 pekerja korban PHK. Alat ukur yang digunakan dalam penelitian ini adalah *SHALOM* ($\alpha=.79$) dan *BRS* ($\alpha=.6$). Hasil penelitian menunjukkan tidak adanya hubungan yang signifikan antara spiritualitas dan resiliensi ($r^2 = .406$, $p > .05$) pada korban (PHK).

Kata kunci: Spiritualitas, Resiliensi, Pemutusan Hubungan Kerja (PHK)

