

Relationship between Social Support and Internal Locus Of Control with Resilience to Employees Affected by Termination of Employment due to the Covid-19 Pandemic

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ABSTRACT

The Coronavirus Disease pandemic (Covid-19) is a world health crisis that has never occurred in the modern era, which has had a significant impact on the workforce, including in Indonesia. Referring to the Ministry of Manpower, 2,084,593 workers were laid off and subject to employment termination due to the Covid-19 pandemic by April 2020. This laid-off will impact workers. Thus, each individual must have the ability to deal with changes in this current condition. Therefore, this study aims to analyze the resilience relationship between social support and internal locus of control in pandemic COVID-19. This study uses multiple linear regression and utilizes 55 respondents who experience layoffs caused by the COVID-19 pandemic. The results showed a positive relationship between social support, internal locus of control and resilience ($F = 19.300$ and $p = 0.000$) as evidenced by the calculation results multiple linear regression.

Keywords : Internal Locus Of Control, Social Support, Resilience

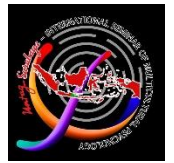
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INTRODUCTION

The world health organization or WHO (World Health Organization) on March 11, 2020 stated that the disease outbreak due to the COVID-19 corona virus was a global pandemic. The status issued by the WHO was due to the increase in positive cases in China and a thirteen-fold increase in 114 countries where the total number of deaths had reached 4,291 people at that time. So far, there has never been a pandemic triggered by a corona virus and at the same time, there has never been a pandemic that can be controlled. On that basis, WHO asks countries to take close and aggressive action to prevent and overcome the spread of the COVID-19 virus (WHO 2020).

The corona pandemic (Covid-19) is a world health crisis that has never occurred in the modern era so that it has a significant impact on the workforce. Worldometer data from now the virus has attacked more than 200 countries, more than 4.5 million people were infected and more than 300 thousand people died. Not only in the health sector, this virus also causes the world economy to decline where social distancing policies, regional quarantine or Large-Scale Social Restrictions are used to reduce its massive spread. Social distancing, lockdown, and Large-Scale Social Restrictions are the same, both causing the economy to slow down. Without a rotation of economic activities, mass layoffs are one of the company's decisions to reduce the company's operational costs. Many workers do not get wages when they are laid off or unpaid leave.

Data from the Ministry of Manpower shows 2,084,593 workers who were laid off and laid off due to the Covid-19 pandemic as of April 2020. One example is PT Fast Food Indonesia Tbk as the



license holder for KFC outlets during the pandemic has now closed 115 outlets throughout Indonesia. In addition, there are 4,988 employees who have been sent home. Limits during the pandemic have an impact on shutting down operations until their income is cut by 50 percent. Predictions of the impact of the corona are expected to occur in more than 3 months. In addition, the national footwear industry, Adidas shoe manufacturer, PT Shyang Yao Fung in Tangerang, is known to have laid off 2,500 workers. As many as 2,500 factory employees were laid off because the company was relocating its business to Brebes, Central Java. Mass layoffs were carried out in stages on May 13, 2020, totaling 1,800 employees and the remaining 20 May 2020 (Liputan6, 2020).

Every individual has the ability to deal with changing company conditions. Changes in company conditions put pressure on employees where some employees might feel annoyed, but some other employees can adapt to be better than before which has an impact on performance. Grotberg (1999), explains that resilience is defined as an individual's ability to deal with pressure and make bad events a valuable experience to change himself in a positive direction. The ability to adapt to an environment that will continue to change, even in an environment that is not very conducive, is referred to as an individual with career resilience.

The main thing a person has in order to survive and adapt is having a resilience aspect. Resilience is needed by every individual in order to have a better future, be able to cope with stress, feel happy and be able to bring himself to all existing situations. Therefore this is in line with the current phenomenon, during the pandemic, many employees were dismissed or laid off (layoffs) so that these employees need to have high resilience. When employees who experience layoffs (PHK) have good resilience, the individual is able to deal with changing conditions. Individuals will rise to achieve things that are better than the current state.

According to Sagor (in Patilima, 2015) resilience is a collection of an individual's attributes in the form of strength and fortitude in facing major obstacles in his life. Resilience is related to several main things, including positive thinking, flexibility, responsibility, and being able to distinguish between work and personal life. Some of these things are important points that every individual must pay attention to in order to change a negative perspective / mindset to be positive and rigid thinking to become flexible, so that one can live a balanced life (Kim & Windsor, 2015). According to Resnick, Gwyther and Roberto (2011) several factors that can affect resilience are self-esteem, spirituality, positive emotions and social support. One of the sources that is the focus of this research is related to the social support that the environment provides for him. According to Grotberg (in Patilima, 2011), the quality of resilience that is owned by each person is not the same, this is due to one factor, namely how much social support is in the formation of a person's resilience. According to Gollieb (in Smet, 1994) social support is verbal or non-verbal information and behavior given from people around the subject in their social environment either, namely the presence or things related to emotional strength so that it can affect the subject's behavior.

As we know, humans are social creatures, namely individuals who need the presence and help of others. According to Maslow's Hierarchy theory (1970), after physiological and safety needs are relatively fulfilled, the need to belong to or to be part of a social group and love becomes one of the dominant human goals (Juliandari, Kusnanto, & Hidayati, 2014). Young (2006) explains that social support is divided into two, the first is social support that is felt or received by individuals (received support) and the second is perceived support. Social support received by individuals can come from family, friends, coworkers, communities or organizations that they participate in (Sarafino, 2008). Social support is in the form of support that is received and that can be felt. The social support received is individual support from other people. Meanwhile, perceived social support is the belief that the behavior received will be helpful and available when needed (Hobfoll, in Norris & Kaniasty, 1996).

One of the factors that influence resilience is the social support found in the term i have. As stated in Hadianingsih's research (2014), social support is how social relationships provide benefits to an individual's mental or physical health. Individuals will not be separated from difficulties, so that individuals are required to have the ability to survive these difficulties, and social support becomes a buffer for individuals when experiencing difficulties. Apart from social support, several studies have revealed that individual quality as a protective factor also greatly influences resilience (Choiril, 2017).

There are other things that contribute to the resilience of employees, namely Locus Of Control. Locus of control is one of the important personality characteristics that can explain the quality of individual behavior. Kusumowardhani and Ancok (Choiril, 2017) explain that locus of control is an individual's tendency to attribute causes or controllers to events that occur in his life, either from outside himself (external locus of control) or from within (internal locus of control). Anderson (Choiril, 2017) states that resilient individuals are individuals with high internal locus of control. A person with internal locus of control tends to be in control of his actions and make changes to achieve his expectations (Lopez in Choiril, 2017). The concept of Locus of Control was first put forward by Rotter, who is a social learning theory expert. Locus of control is one of the variables defined as personality towards an individual's belief to be able or not to control his own destiny. Individuals who have belief in the fate or events in their life that are under their control are said to be individuals who have an internal locus of control (Zacher and Gielnik, 2012).

Locus of control in the Rotter concept (Rosyid, 1997) is a personality concept that provides an overview of an individual's beliefs in determining his behavior. This is known as the internal locus and external locus. Internal locus of control is the relationship between behavior and reinforcement obtained, as a cause and effect relationship. External locus of control is a view of events that occur, success or failure caused by the influence of outside forces or conditions that cannot be controlled. Kreitner & Kinichi (2005) say that the results achieved by internal locus of control are derived from their own activities. Robbins and Judge (2007) define locus of control as the individual level as determining their own destiny. Internals are individuals who believe that they are in control of whatever happens to them.

Mc Connel, Bill, Dember and Grasha (Oktaviana, 2013) argue that internal locus of control is a belief in himself being controlled by factors from within himself or the individual determines his fate. A person with high locus of control tends to be able to deal with change and carry out new roles better, compared to those who have a low locus of control. This is because locus of control drives the existence of an individual's ability to strengthen resilience in individuals. Every culture has a different influence on thought patterns, behavior and how individuals deal with and resolve problems or traumatic events.

Karimi & Alipour's research (in Ridwan A, 2016) in Malaysia shows that locus of control refers to the cause of the individual succeeding or not going through the failures they experience. There may be many things that make individuals tend to have internal locus of control such as family or motivators in their lives, it will make individuals feel confident that they can control their lives without having to depend on other people. The results also show that more employees have internal locus of control and most of the samples are from the young age group.

Apriawal's research results (2012), also show that individuals who experience layoffs do not take long to finally be able to get up to find new jobs and try new things. The subject is able to accept that he was laid off, the subject feels there are changes in his daily life, feelings of anxiety and pressures that require the subject to find a new job. Economic conditions are the greatest demands to move quickly.

Someone who has high social support and high internal locus of control will also have high resilience. And conversely, if social support is low and internal locus of control is also low, resilience will be low. Based on several previous studies, when employees who experience layoffs have an internal



locus of control, they will have the ability to develop resilience in order to immediately adapt to stressful situations. This is also strengthened by the existence of social support in their environment, so that employees will rise from this situation and look for other jobs. Therefore, the researcher wishes to carry out a study that aims to determine the relationship between social support and internal locus of control with the resilience of employees who have been laid off due to the Covid-19 pandemic.

LITERATURE REVIEW

Rutter (in Kalil, 2003) said that resilience is the result of successfully dealing with risks in his life, not avoiding risks or dangers. According to Reich, John, Zautra, Alex and Hall (2010) resilience is defined as the successful result of one's adaptation to the difficulties faced. Resilience also focuses on a person's ability to wake up or recover from a stressful state, so that the individual is able to restore balance and restore their mental state to normal quickly (Reich et al., 2010).

Resilience is seen as the ability to recover from crises and overcome challenges that arise in life. A person is said to be resilient if the person is able to recover from painful wounds, is able to control himself, and continue his life better. Resilience requires more than just surviving, going through or just freeing ourselves from the ongoing crisis. Resilient individuals struggle well in dealing with crises that occur. He experienced suffering as well as the courage to get out of it. In addition, he can still function effectively when going through difficulties that are internal and interpersonal (Karsiyati, 2013).

Resilience according to Grotberg (in Desmita, 2009) is a person's ability to face, overcome, study difficulties in life and learn from unpleasant experiences that have been experienced. According to Bukhori, Zainudin, Ibnu, & Rifa (2017) resilience is a person's ability to make them survive and be strong in facing many problems. In line with Reivich & Shatte (2002), which is the capacity or ability of a person to complete and increase one's resilience related to stressful situations in life, while resilience according to Slavin (2014), "... the ability to succeed despite many risk factors "

Another definition sourced from the dictionary of the American Psychological Association (Mc Cubbin, 2001), resilience is the process and result of success in adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioral flexibility and adjustment to external and internal demands. Resilience is the individual's capacity to undergo and control themselves, coping and survive in difficult conditions, as well as bounce back and even develop themselves after these difficult conditions (Luthans, Youssef & Avolio, 2007).

Bonnano, 2004 defines resilience as an individual's ability to maintain psychological and physical health stability from experiences or events that are potentially disturbing or traumatic. Factors such as resilience, self-improvement, and positive emotions underlie the ability of effective resilience. From the various definitions of resilience that have been described, it can be concluded that resilience is a person's ability to survive and not give up on difficult situations in his life, and try to learn and adapt to these conditions and then rise from these situations to become better.

According to Connor & Davidson (in Ridwan A, 2016), said that resilience will be related to the following matters:

- a. Personal competence, namely high standards and tenacity. This shows that a person feels as a person who is capable of achieving goals in situations of setback or failure.
- b. Believe in yourself, have tolerance for negative effects and are strong or tough in dealing with stress, this is related to being calm, coping quickly with stress, thinking carefully and staying focused even when you are facing problems.

- c. Accept change in a positive manner and can create safe relationships with others. This relates to the ability to adapt or be able to adapt when faced with change.
- d. Control or self-control in achieving goals and how to ask or get help from others.
- e. Spiritual influence, namely belief in God or fate.

In addition to the definition of resilience, experts have aspects that can be used as references in describing the characteristics of a resilient person. According to Reivich & Shatte (2002) resilience has seven aspects, namely:

1. Emotional regulation.
2. Impulse control.
3. Optimism.
4. Causal analysis.
5. Empathy.
6. Self-efficacy.
7. Reaching.

According to Henderson & Milstein (in Desmita, 2009) there are twelve characteristics of resilience, namely:

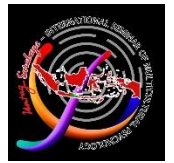
1. Willingness to serve others.
2. Using life skills.
3. Sociability.
4. Have a feeling of humor.
5. Internal control locus.
6. Autonomous, independent.
7. Have a positive outlook on the future.
8. Flexibility.
9. Have the capacity to continue learning.
10. Self-motivation.
11. Personal competence.
12. Have self-esteem and confidence.

Grasha (Oktaviana, 2013) states that internal locus of control is a person's belief that what happens to him is controlled by factors from within himself or in other words that the individual is the leader or determinant of his destiny. Someone with high locus of control will be able to cope with change and carry out a new function or role better than those who have low locus of control. This is because locus of control can drive the existence of a person's abilities which will strengthen resilience in that individual. Every culture has a different influence on a person's mindset and behavior. As well as how to deal with and resolve problems or traumatic events.

According to Kreitner & Kinicki (2009) individuals who have an internal locus of control tendencies are individuals who have the belief to be able to control all events and consequences that have an impact on their own lives. According to Hanurawan (2010) people with internal locus of control are very suitable to occupy positions that require initiative, innovation, and behavior initiated by oneself such as researchers, managers or planners.

Rotter (in Khafidh, 2019) says that Internal Locus Of Control is in the individual's belief that success or failure is their own responsibility and is the result of their own efforts. Phares (1976) says that an individual with Internal Locus Of Control has high control over the successes and failures that occur in life, is less depressed, tends to look for ways to overcome failures, does not easily give up to keep trying and is successful in small tasks. possibly experiencing frustration or experiencing stress.

According to Lefcourt (Smet, 1994) internal locus of control is an individual's belief about events that affect his life due to his behavior so that it can be controlled. Lau (1988) defines locus of



control as self-control relating to matters concerning the behavior of the individual concerned. Individuals with high self-control will see that they are able to control their behavior (internal locus of control). This opinion is supported by Sarafino (Dwi & Suharnan, 2014) which states, individuals with internal locus of control believe that success and failure in life depend on oneself. Characteristics of individuals who have internal locus of control include: control (individuals have the belief that their life events are the result of internal factors / personal control), independent (individuals in their efforts to achieve a goal or result, believe in their own abilities and skills), responsibility answer (individuals have a willingness to accept everything as a result of their own attitudes or behavior, and try to improve their attitudes or behavior in order to achieve better results), expectations (individuals have subjective judgments or beliefs that positive consequences will be obtained in certain situations in return for his behavior).

Internal Locus Of Control is an individual's belief in everything that happens to him, because factors from within, abilities, interests and efforts in the individual will affect the individual's success. People with internal locus of control are more success-oriented because they think their behavior can produce positive effects and they are also more likely to be classified as high-achiever phares (in Widyastuti & Arini, 2015). Someone who has a high internal Locus Of Control has characteristics, namely: hard work, high initiative, problem solving, effective thinking and a perception of success, Crider (in Widyastuti & Arini, 2015).

According to Phares (in Prestiana A, 2017) states that the Locus of control aspect is divided into two, namely:

a. Internal aspect, someone who has an internal locus of control always relates the events they experience to factors in him, because they believe that their results and behavior are caused by factors from within themselves. Factors in internal aspects include:

1. Ability: individuals believe that success and failure that occur is influenced by their abilities.
2. Interests: individuals have an interest in controlling behavior over actions and events in their life.
3. Business: individuals have an optimistic attitude, work hard and try to control their behavior.

b. External Aspects, someone who has an external locus of control believes that his results and behavior are caused by factors from outside himself. Factors in external aspects include:

1. Fate: the individual believes that the success and failure experienced is predestined and cannot be changed back with events that have occurred.
2. Luck: individuals believe that everyone has their own luck.
3. Socio-economic: individuals judge others based on the level of welfare which is materialistic.
4. Influence of others: individuals perceive that other people have high power and power in influencing their behavior.

According to Rotter and developed by Crider (in Khafidh, 2019), it is stated that individuals who tend to have internal locus of control have the following characteristics:

1. Likes to work hard
2. Have the initiative
3. Always try to find solutions to problems
4. Always try to think as effectively as possible
5. Always have the perception that effort must be made if it is to be successful.

Rotter (in shane & snyder, 2007) has the following aspects.

a. Independence, Individuals who have independence tend to be able to make decisions and complete tasks without depending on other people or forces outside of themselves.

b. Believed of Volition, which is a will that contains elements or nuances of the ability to choose, or motivation related to reasons for choosing enthusiastically, namely the existence of a passion which can also be called obsession with something.

c. Believed individual control, is a mental or psychological condition of a person who gives strong confidence in himself to do or do something, tend to believe that he himself determines his life.

d. Believed of individual change, is a person's ability to see what has been done and learn to be responsible for what has been done. Someone realizes and believes that everything that is done must be morally and socially responsible. Believed of individual change also concerns a person's ability to know what is his strength and prepare for everything from life in the future

Social support is support or assistance that comes from other people such as friends, family, neighbors, coworkers and others. Cutrona (in Anwaruddin, 2017) defines social support as a process of relationships formed by individuals with the perception that someone is loved and appreciated, loved, to provide assistance to individuals who experience pressures in their life.

Social support refers to the comfort, attention, appreciation or assistance that a person receives from the closest person or social group (W. Saraswati, 2012). Social support is information or feedback from others that shows that someone is loved and cared for, valued and respected, and is involved in communication networks and reciprocal obligations (Gunarta, 2015).

Social support is no less important to be able to increase resilience, Holaday and McPhearson (1997), who reveal several effective ways to develop resilience, among others, is social support which includes cultural influence, community support and personal support.

Social support is one of the terms used to describe how social relationships contribute benefits to mental health or individual physical health (Maslihah, 2011). According to Kuntjoro (Triatmi, 2014) social support is verbal or nonverbal information, real help or behavior provided by people who are familiar with individuals in their social environment or in the form of presence and things that can provide emotional benefits or affect the behavior of the recipient. In this case, the person who feels social support emotionally feels relieved that he is noticed, gets suggestions or a pleasant impression on himself.

Social support according to Sarafino (Tarmidi, 2010) is support received by someone from another person who provides comfort, attention, appreciation or assistance, so social support is the support provided by the closest people, where they spontaneously offer such assistance. which creates pleasure for the recipient.

Social support according to House (Rizki & IGAA, 2016), is defined as a form of helpful relationship involving four aspects of support, namely instrument support (helping people directly by giving something), emotional support (giving attention, love, and sympathy), informative support (providing information that the recipient can use for coping), and appraisal support (direct feedback about the individual's function of increasing self-esteem). Leavy (Rizki & IGAA, 2016) states that social support is a relationship which contains the provision of assistance and that relationship has positive values for aid recipients.

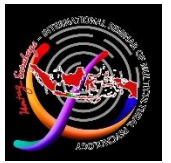
Declercq, Vanheule, Markey and Willemsen (Shakespeare-Finch, 2011) suggest two main dimensions of social support that are consistently prominent and include types of social support.

a. Emotional Support

The dimension of social support, namely emotional support, consists of social recognition from others such as praise or appreciation for a behavior carried out by individuals and includes social reinforcement such as empathy, caring, trust, encouragement, positive and convincing acceptance as an assessment of behavior, social strengthening or aspects of social drive.

b. Instrumental support

The dimension of social support, namely instrumental support, consists of providing information or inputs as well as suggestions or directions to help others solve problems or tasks given directly from



the individual concerned. Instrumental support is also the support provided in the form of energy, time, skills or knowledge given to the individual concerned in order to solve individual problems or tasks.

According to Schaefer, Coyne, Lazarus (in Choiril, 2017) divides social support into 5 aspects, namely:

- a. Emotional Support
- b. Esteem support
- c. Tangible or instrumental support
- d. Informational support
- e. Network Support

According to Weiss (Hara & Akhmad, 2017) suggests the following aspects of social support:

1. Attachment, this type of social support allows a person to get emotional attachment so as to create a sense of security for the recipient. People who receive this kind of social support feel at ease, safe, and peaceful, which is indicated by a calm and happy attitude. The most common and common source of this kind of social support is that of a spouse, or family members or close and close friends or relatives. have a close relationship.
2. Social Integration, this type of social support allows a person to get a feeling of belonging to a group that allows him to share interests, concerns and perform recreational activities together and can eliminate feelings of anxiety even if only for a moment.
3. Reassurance of Worth, in this type of social support a person gets recognition for his / her expertise and gets awards from other people or institutions. Sources of social support of this kind can come from families or institutions / agencies or schools / organizations.
4. Reliable Alliance, in this type of social support, a person gets social support in the form of someone who can be relied on, either themselves or teachers or peers who will help when there are difficulties.
5. Guidance, this type of social support is in the form of a work relationship or social relationship that allows people to get information, advice, or advice needed to meet needs and overcome problems at hand. This type of social support comes from teachers, religious scholars in society, elder figures and also parents.
6. Opportunity for Nurturance, the most important aspect in interpersonal relationships is feeling needed by others.

METHOD

Population is a generalization area consisting of: objects / subjects that have certain qualities and characteristics that are determined by the researcher to study and then draw conclusions (Sugiyono, 2018). The population in this study were all employees affected by layoffs due to the Covid-19 pandemic throughout Indonesia with a total of 3.5 million employees.

The sample is the part or the number and characteristics of the population. If the population is large, and it is impossible for the researcher to study everything in the population, for example because of limited funds, energy and time, the researcher will take a sample from that population. What is learned from the sample, the conclusions will be applied to the population. For this reason, samples taken from the population must be truly representative (Sugiyono, 2018). The sample to be used in this study is the quota sampling technique, where this technique determines a sample of a population that has certain characteristics to the desired quota. According to Margono (2004), in this technique, the population size is not taken into account but is classified into several groups. Samples were taken by

giving a certain quorum to the group. Data collection was carried out directly on the sampling unit. Researchers will take data of 75 respondents.

This study uses parametric statistics. Therefore, before analyzing the data, the normality and linearity tests are first carried out. Data analysis is the most critical step in research. Data analysis is a method used to process or analyze research data, which then seek conclusions from the research results obtained. In accordance with the title of the problem and the research hypothesis, the analysis used is multiple regression analysis. All analysis processes use SPSS version 22.0 for windows.

RESULT

The results of the calculation of multiple regression analysis to determine the relationship between social support, internal locus of control, and resilience are shown in the following table:

Table 1. Simple Analysis Results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1841.797	2	920.899	19.300	.000 ^b
	Residual	2481.185	52	47.715		
	Total	4322.982	54			

a. Predictors: (Constant), Internal Locus Control, Social Support

b. Dependent Variable: Resilience

Based on the table above, the results of simple regression analysis show that the value of $F = 19.300$ with a significance of 0.000 ($p < 0.01$) means that there is a very significant relationship between social support, internal locus of control and resilience. From these results, the first hypothesis which says there is a positive relationship between social support and internal locus of control with the resilience of employees affected by the termination of employment due to the Covid-19 pandemic is accepted.

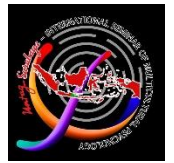
Table 2.. Analysis Test t Social Support

Variabel	t	Sig.
Social Support	4,712	0,000

Based on the table above, the t value of social support is 4,712. The results of the independent sample t-test with a significance of 0.000 ($p < 0.05$). From these results, the second hypothesis which says there is a relationship between social support and resilience is accepted.

Tabel 3. Analysis Test t Internal Locus Of Control

Variabel	t	Sig.
Internal Locus Of Control	1,369	0,177



Based on the table above, the t value for internal locus of control is 1.369. The results of the independent sample t -test with a significance of 0.177 ($p > 0.05$). From these results, the third hypothesis which says there is a relationship between internal locus of control and resilience is not accepted / rejected.

DISCUSSION

Based on the results of the first hypothesis in this study, it shows that there is a positive relationship between social support, internal locus of control and the resilience of employees affected by the termination of employment due to the Covid-19 pandemic. Termination of employment (PHK) is something that is feared by workers who are still active in work because unemployment will make their income low which can affect the livelihoods of the people involved. Especially with employees who have families, if this happens it will affect the family economy. Thus this becomes a worry and anxiety for workers and according to them this will threaten their lives.

Often a company issues a policy to terminate employees for various reasons they have, and this is due to various reasons. Several companies that are no longer able to pay their employees' salaries, have drastically decreased company income and management policies have reduced employees so that the company can continue to run. (Rizki, 2016).

With the current situation of the Covid-19 Pandemic, employees who have been laid off due to the Covid-19 pandemic should have high resilience in dealing with the situation that occurs. In this context, employees who are laid off experience a period of change in their daily lives, which previously had daily routines but after the Termination of Employment they did nothing. Conditions like this make employees rise again to look for new jobs or start new businesses to still earn income and make ends meet. Especially with the condition of employees who have families, economic conditions are a big demand because they are considered to be the backbone of the family. For employees who are able to rise from this incident, it does not take long to find work. Another case of employees who are difficult to get up, will take a long time to accept and look for new jobs.

The response of each individual who experiences Termination of Employment is different. This will affect your physical and mental strength. So we need the role of ourselves and external support to help individuals get back up and find new jobs amid the conditions of the Covid-19 Pandemic. Individuals who have high resilience are also supported internally and externally. In this study, external social support can influence individuals to resilience. Individuals are provided with support from their family, friends or spouses. Support provided by the family includes emotional support and instrumental support. Forms of emotional support such as providing empathy, caring, accepting and encouraging individuals. Thus individuals are able to rise from adversity. From the internal side, namely the internal locus of control, where individuals have the ability, interest and effort to get up. Individuals are able to demonstrate their ability, interest and strong effort in finding work. They don't just wait and ponder the problems that occur.

The second hypothesis of this study is that there is a positive relationship between social support and resilience. Social support which is an external aspect of an individual, which is the availability of resources that provide physical and psychological comfort obtained through individual interactions with others so that the individual feels loved, cared for, valued and is part of a social group. Employees who are affected by termination of employment who get social support feel cared for and loved by their families. Social support in the form of emotional support in the form of empathy from others, instrumental support in the form of job vacancies that can alleviate the suffering of employees affected by Termination of Employment. (Anwaruddin, 2017)

This is consistent with research conducted by Rizki & IGAA (2016), which shows that there is a significant correlation between social support and self-efficacy for employees who have been dismissed. Social support is the provision of information both verbally and non-verbally, providing behavioral or material assistance through intimate social relationships or only deduced from their existence which makes a person feel cared for, valued and loved.

Unlike the case with the third hypothesis of this study, the rejection of the third hypothesis is that there is a relationship between internal locus of control and resilience, indicating that this study supports the previous research conducted by Ridwan, A (2016) which in his research found that there were more respondents who entered into the research. internal locus of control category. Individuals with internal locus of control mean they like to work hard, have high initiative, try to find solutions to problems, can think long-term and have the perception that effort must be made if it is to be successful. Internal locus of control in a person basically has the conclusion that the person has a strong belief and a great sense of belief that everything that happens to him can be faced and controlled by themselves.

The difference in the results of the study is a natural thing considering the differences in the studies conducted. If in previous research conducted by Ridwan, A (2016) the research study did not focus on one aspect of locus of control, but discussed two aspects, namely internal locus of control and external locus of control. Whereas in this study only the internal locus of control variable was studied. In addition, in previous studies, the research subjects were not employees affected by Termination of Employment due to the Covid-19 pandemic, but employees who were terminated in a company were the subject, whereas in this study the employees who were laid off to become subjects were employees who were terminated. Work relations due to the Covid-19 pandemic.

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