

## RESILIENCY OF WOMEN'S LAYOUT OF IMPACT OF THE COVID-19 PANDEMIC

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### ABSTRACT

Reflecting on the implementation of physical distancing in Greater Jakarta since March 2021 due to the COVID-19 pandemic, Indonesia's economy grew 2.97% lower than the target of 4.4%. On the same occasion, he said that state budget revenue for the first quarter of 2020 still recorded growth of 7.7 percent or 16.8 percent. Meanwhile, absorption of state spending grew slightly by 0.1 percent to 17.8 percent in the first quarter of 2020. (Hanoatubun, 2020) During the COVID-19 pandemic, more than 1.5 million workers were laid off and laid off. This study aims to measure the resilience of women who have been laid off by the impact of the COVID-19 pandemic in carrying out their roles in the family. The method in this study uses a qualitative research method with a case study approach with purposive sampling. The results of this study found that the research subjects were able to overcome the pressure that occurred by being patient, enthusiastic, optimistic about the efforts made, and able to be grateful for the existing conditions. They can recover well and remain productive in carrying out their daily activities. Positive support from the closest people also plays a role in building the resilience of each subject.

### Keywords:

Resilience, Layoffs, COVID-19 Pandemic

### INTRODUCTION

Finance Minister Sri Mulyani Indrawati via CNN Indonesia said economic growth in the first quarter fell to 2.97 percent from the previous position in the fourth quarter of 2019, namely 4.9 percent, while the widespread implementation of the PSBB in various regions in the second quarter of 2020 will cause a deeper economic slowdown. from the first quarter. Even reflecting on the implementation of physical distancing in Jabodetabek since March 2021, Indonesia's economy grew 2.97%, lower than the target of 4.4%. On the same occasion, he said that state budget revenue for the first quarter of 2020 still recorded growth of 7.7 percent or 16.8 percent. Meanwhile, absorption of state spending grew slightly by 0.1 percent to 17.8 percent in the first quarter of 2020. (Hanoatubun, 2020) During the COVID-19 pandemic, more than 1.5 million workers were laid off and laid off.

Of this amount, 90 percent were laid off and 10 percent were laid off. As many as 1.24 million people are formal workers and 265 thousand informal workers and among them are women and mothers. This research aims to look at government policies that are holistic towards food security and the economy during a pandemic. In addition, this research is expected to be able to photograph the condition of women and child workers, especially in the labor-intensive industrial sector, MSMEs and the informal sector which refers to the Covid 19 Committee and State Economic Recovery (KCPEN) as mandated by Law no. 2 of 2020 concerning the Stipulation of Government Regulation and Replacement for Law Number 1 of 2020 concerning State Financial Policies and Financial System Stability for Handling the Corona Virus Disease 2019 (COVID-19) Pandemic and/or in the Context of Facing Threats that Endanger the National Economy and/or Financial System Stability Becomes Law. The pandemic conditions are getting worse which requires all activities to be carried out at home,

such as study, work and worship as a whole to be carried out together with the family at home. Children at home must learn to use virtual or distance learning, with new methods and assessment systems. This is certainly not easy for parents and children, parents must prepare children's learning media so that learning activities can continue. Such a big change due to the COVID-19 pandemic, especially in the field of education, has forced all elements of the education department to suddenly transform and adapt through distance learning. The problems of students studying from home are not always uniform, especially with students whose mothers have been laid off due to the COVID-19 pandemic.

Meanwhile, during the COVID-19 pandemic in Indonesia alone, more than 60 percent of the industry was closed. The [www.med.com](http://www.med.com) page writes that to this day, only around 25,747 industries are still running out of around 40 thousand industries and the workforce is around 17 million. Even in his research (Hanoatubun, 2020) during the Covid-19 pandemic, more than 1.5 million workers were laid off and laid off. Of this amount, 90 percent were laid off and 10 percent were laid off. As many as 1.24 million people are formal workers and 265 thousand informal workers and among them are women and mothers. The increasing proportion of women in the world of work and the global economic crisis due to the current pandemic have made women the target population for job loss. The condition was also exacerbated by the number of mothers who had experienced layoffs as a result of the COVID-19 pandemic, based on [www.cnnindonesia.com](http://www.cnnindonesia.com) the Indonesian Minister of Manpower revealed that as of January 2021 there were 623,407 female workers affected by the layoffs of the COVID-19 pandemic, this figure is substantially lower than the total men who have been laid off. However, the burden experienced by women who experience layoffs is greater than that of men.



Figure 2. 2021 Unemployment Graph

Source: <https://www.bps.go.id/website/images/Tenaga-Kerja-Agustus-2021-1-ind.jpg>

The figure above explains the percentage of the open unemployment rate for men and women until August 2021, which continues to increase by 0.7 percent compared to February 2021. In [www.bisnis.tempo.com](http://www.bisnis.tempo.com) on April 27 2020, the chairman of the Indonesian Textile Association (API) Jemmy Kartiwa Sastraatmaja revealed that the number of workers laid off from the Textile and Textile Products (TPT) industry had reached 80 percent or 2.1 million workers, therefore the country's market was exhausted both for export and locally so that many API members closed their industries. In addition to the reduction in manpower, the TPT industry has also experienced a reduction in utilization of up to 90 percent and production volume of up to 85 percent. Through the website [www.kemnaker.go.id](http://www.kemnaker.go.id) on 13 October 2020 the Minister of Manpower Ida Fauziyah revealed that due to the COVID-19 pandemic, our unemployment has increased to 6.9 million people and 3.5 million are victims of

layoffs. Even though every year there is an increase of 2.9 million new working age residents, a total of nearly 10 million for 2020. This study aims to measure the resilience of women who have been laid off due to the impact of the COVID-19 pandemic in carrying out their roles in the family.

### **Theoretical review resilience**

In theory, resilience is a multifaceted field of study that has been handled by social workers, psychologists, sociologists, educators about the strengths shown by people and the systems that enable them to overcome various difficulties that occur (Van Breda, 2001). The same view is expressed that resilience is an ability to bounce back, and maybe even grow in the face of painful life experiences (Southwick, Bonanno, Masten, Panter & Yehuda, 2014). Resilience can be formed because it is influenced by 2 factors, namely external factors, namely circumstances that include childhood experiences and internal factors, namely conditions that come from within a person (Wagnild & Young, 1993). Resilience is studied by researchers from a variety of disciplines, including psychology, psychiatry, sociology, and more recently, biological disciplines, including genetics, epigenetics, endocrinology, and neuroscience.

Basically (Herrman et al., 2011) resilience refers to positive adaptation, or the ability to maintain or recover mental health, despite experiencing difficulties. In general, resilience is a pattern of positive adaptation when facing difficulties or facing risks, (Utami, 2017) the ability of individuals to be able to rise from various sad and challenging events by continuing to improve themselves with various challenges, increasing the ability of the roof. and being able to overcome similar situations that are considered detrimental in the future is an individual effort to achieve self-reliance. Individual resilience will certainly greatly affect their ability to build a better future after the problems that have occurred, (Hardiana, 2019) that resilience is an individual's effort to get out and try to recover from critical times and challenges faced in life. Resilience does not only occur in the individuals themselves, but how families experience very difficult experiences and are able to get out of these difficulties will certainly be a lesson for these individuals. Resilience in general leads to positive adaptation patterns during or after facing difficulties or risks. Resilience is an idea that refers to the capacity of a dynamic system to survive or recover from disturbances (Masten, 2007). Improving resilience is an important task because it can provide experience for humans in facing life's challenges and difficulties. By increasing resilience, humans can develop life skills such as how to communicate, realistic abilities in making life plans and being able to take the right steps for their lives (Fernanda Rojas, 2015).

### **COVID-19 pandemic**

Corona virus or severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2) is a virus that attacks the respiratory system. The disease caused by infection with this virus is called COVID 19. The Corona virus can cause mild disorders of the respiratory system, severe lung infections, and even death. Severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2), better known as the Corona virus, is a new type of corona virus that is transmitted to humans. This virus itself can attack anyone, it doesn't matter if a man or a woman, baby or the elderly, rich or poor is not the reason that the individual is immune to this deadly virus. In his findings (Morens et al., 2020)

“With great apprehension, the world is now watching the birth of a novel pandemic already causing tremendous suffering, death, and disruption of normal life. Uncertainty and dread are exacerbated by the belief that what we are experiencing is new and mysterious. However, deadly pandemics and disease emergencies are not new phenomena: they have been challenging human existence throughout recorded history. Some have killed sizeable percentages of humanity, but humans have always searched for, and often found, ways of mitigating their deadly effects.” David et al, revealed that the world is currently gripped by fear due to the current new pandemic. A pandemic that can cause suffering, death, and disruption to human life patterns. Humans experience uncertainty and fear due to this deadly disease, various ways have been carried out to find ways to reduce the effects of this pandemic.

The impact felt by the world, especially the Indonesian people, was so great that due to Covid 19, various sectors were paralyzed, both the education, health and even the economic sectors. (Setiati and Aswar, 2020) in his research revealed that the 2019 corona virus infection (COVID-19) pandemic is not only being faced in Indonesia or ASIA, this is a problem that is being faced in more than 200 countries in the world. Indonesia has also been badly affected by COVID-19 where until the end of March 2020 the death rate reached 8.9%. On March 16, 2020 the government took a major policy in order to break the Corona virus, namely by taking PSBB (Large-Scale Social Restrictions) steps so that carrying out study, work and worship activities at home, it is recommended for Indonesia to tighten the call to stay at home, reduce the spread of disease by regional quarantine on a large scale, improve health services, and increase the availability of personal protective equipment (PPE). The Ministry of Health of the Republic of Indonesia through [www.kemendes.go.id](http://www.kemendes.go.id) explained that Coronavirus is "a large family of viruses that cause disease in humans and animals, a new type of coronavirus that was discovered in humans since in Wuhan China, in December 2019, was then given the name Severe Acute Respiratory Syndrome Coronavirus 2 (SARS-COV2) which then causes Coronavirus Disease-2019 (COVID-19)". Meanwhile WHO in [www.who.int.com](http://www.who.int.com) explains in more detail which reveals that "Covid-19 is an infectious disease caused by a newly discovered type of coronavirus and is currently a pandemic that is occurring in many countries around the world.

### Layoffs

Layoffs are activities that are usually carried out by organizations to be able to carry on the life of an ongoing company, layoffs of members of the organization are carried out because of the limited ability of the organization to meet the interests of members of the organization (Muslim, 2020). In a different view of termination of employment, termination of employment is a decision taken by a company to terminate employment relations between companies for employees who are considered capable of their duties, dismissal is carried out for these employees because they no longer need their services resulting in a reduction (Hisbullah & Hudin, 2020) . The dynamics of labor life do not always run optimally. Problems can occur from both the company and its workers, problems of workers who feel disadvantaged by company policies or companies that feel disadvantaged due to employee negligence resulting in disputes causing companies to take layoffs against workers (Juaningsih, 2020). It is public knowledge about the financial challenges facing the current wave of layoffs in individuals and families across the country, various efforts have been made by someone to be able to adjust after layoffs, one of which is lifestyle changes, including

reducing savings and selling assets such as gold, vehicles or even property. (Brockner et al., 1986). The impact of layoffs besides unemployment, the crisis also has an impact on working conditions and on certain groups that are more vulnerable to the effects of a bad job market (Shahrial, 2020). Layoffs cannot be carried out arbitrarily because it will cause the affected employees to lose income and make the layoff victims confused because they cannot meet their needs (Putri, Sari, Wahyuningsih, Meikhati & Aji, 2021). The pandemic which is increasingly spreading in various regions in Indonesia has caused workers to lose their jobs. This is because the self-quarantine policy has paralyzed all sectors, including the health, economic, industrial and educational sectors.

Interest in spending decreased along with the decline in people's income, this also happened to women workers who worked in garment and food factories. Garment, cigarette and food factories in Indonesia generally use female workers and are urbanites in industrial cities, one of which is Pulogadung, East Jakarta. Not only in the industrial sector, there are also many women workers in offices, restaurants, hotels and accommodations. In CNN Indonesia on November 19 2020 in the virtual UN Women Asia Pacific & Women Empowerment Principles (WEPs), the minister of finance Sri Mulyani explained that the impact of the COVID 19 pandemic was more severe for women, maybe this could be for some women who work as single parents in their family. The Minister of Finance also pocketed data that there were 57 percent of a total of 75 million women working in the business sector who were directly affected by the pandemic, the business sector includes restaurants, hotels, household assistants and accommodation.

In his research (Taniadi et al, 2020) found that the termination of employment experienced by workers greatly impacted them psychologically, workers tend to think negatively about the existence of the conditions they experience, even though in Law no. 13 of 2003 concerning employment in article 251 which emphasizes that employers, workers/workers, the government must make every effort to avoid termination of employment, which means that layoffs are not a solution especially in dealing with the conditions of COVID 19. In his findings (Gusti, 2020) Currently, there are so many female workers who end up experiencing termination of employment (PHK) or even being sent home due to the conditions of the COVID 19 Pandemic. As of April 2020, around 31% of female workers have experienced it. Even though not a few of them are the backbone of the family, not to mention if their husbands have to die due to COVID 19 which will make them even more devastated by the conditions of the COVID 19 pandemic. (Rifani and Rahadi, 2020) in their research found that the COVID 19 pandemic had a huge impact which is negative for people's mental health, this is shown by the worry, stress, which arises during the pandemic and causes conflict within oneself, other people and even the country.

### **Female Workforce**

In general, married women are often assumed to be housewives, but currently experiencing such a big change. Woman experiencing a change in existence, because women who work are those who help their husband's economy to meet the economic needs of the family, even though women may work because they want to explore the abilities they have. As expressed by Pudjiwati Sayogjo (1989) in (Manik, 2013) "The industry uses female workers due to several factors: First, the industrial sector such as cigarettes, textiles, garments and the food and beverage industry which demands

accuracy, diligence and other characteristics. which is generally characteristic of women. Second, female workers are often seen as more docile and cheap so that it is economically more profitable for entrepreneurs. It is undeniable that the fact is that women have some potential that is no less than men, both in terms of intellectual ability, ability and skills.” Even in Singapore itself, in the world of work, women are also involved to participate in the world of work, starting from small things. to big. (Huang and Yeoh, 1996) explained that Singapore uses female migrant workers from neighboring developing countries to work as domestic servants, to benefit the formal economy. “This paper focuses on Singapore as a country which has been drawn upon female migrant workers from neighboring developing countries to work as domestic helpers in Singapore in such a way that the gainful entry of its own women into the formal economy has been facilitated.” Women with various roles are needed in a family apart from being mothers, women are also involved in fulfilling the economy in the family.

In his research (Rembet et al., 2020) revealed that it must be recognized that in the economic world, women have such a large involvement. Even though in practice there are differences between the work of women and men, this does not necessarily make it difficult for women to join the world of work to be able to help and support the economy in the family. There are still very few women who are included in executive and professional circles, even in the industrial world itself the distribution of work patterns is very different from the agrarian world where most of them are men. (Khotimah, 2009) in his research explains the involvement of women in various professions, women live in a society that is so broad and live with various professions. Women's participation in the world of work can be in various fields, sometimes identified with certain fields, including being a writer, secretary, service sector, teacher, nurse, agriculture and household assistant.

## **METHOD**

The method in this study uses a qualitative research method with a case study approach with purposive sampling. Case studies are descriptive analysis research, researchers make clear and in-depth observations by collecting data through documentation, interviews and observations. (Yona, 2006) case study is a type of research that is able to answer various issues and phenomena that are currently developing, especially in the branch of social science.

## **RESULTS AND DISCUSSION**

This research was conducted in Pulo Gadung, East Jakarta. Respondents in this study were mothers of layoff victims who mostly worked in the Cakung industrial area, Jakarta. The respondent sampling technique was carried out purposively, which became the informant criteria in this study were women who worked in industrial area factories starting from textile, food, medicine, household appliances and chemical factories who had children studying junior high school (SMP) in Pulogadung, East Jakarta. The magnitude of the impact is of course very difficult for them, workers who have experienced Termination of Employment (PHK) are mothers, both working mothers supported by husbands or single mothers who are the backbone of the family and have carried out layoffs since the COVID-19 pandemic. Determination of these criteria is because after getting married or having children, the needs will increase, in

a pandemic condition, women are asked to remain physically and psychologically stable in facing the current pandemic.

**Readiness of Women in Facing Layoffs**

In this study, there were 25 respondents aged 26-52 years who had experienced layoffs whose children were studying junior high school and the majority of respondents were aged 32-33 years with a total of 6 respondents. Based on the questionnaire, it was found that as many as 55% of the respondents were very shaken psychologically by the layoff decisions they received. They were very shocked and could not believe that the pandemic condition had made them lose their jobs. Based on the results of the interviews, they were devastated and confused about what kind of action to take. All respondents admitted that they did receive Direct Cash Assistance (BLT) of Rp. 300,000 from the central government. However, this assistance was felt to be lacking because their needs were very high, especially when all family members at home were facing quarantine.

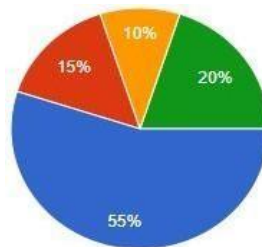


Diagram 1. Women who are not ready to accept layoffs

Due to the unpreparedness of the women when they received the layoff letter, one of the respondents also revealed how they felt during the pandemic. Mrs. SR is a representative for mothers who wrote their feelings via Google foam, expressing shock and crying for about two days. This difficult period was felt to be a great blow considering that the family's needs for food, education and housing needs were still ongoing.

**Post-layoff Mental Recovery Efforts**

After receiving the layoff verdict, the mothers did not necessarily accept that many of their colleagues felt it was unfair and angry with the situation. It took them 4 months to get up and try various ways to be able to meet the needs of their families, especially their children's education.

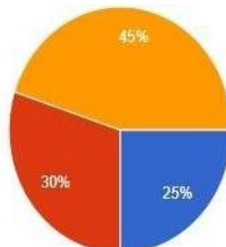


Diagram 2. Health problems after receiving layoffs

Based on the data above, it was found that there were 25% of shortness of breath and difficulty eating after 4 months of layoffs. While there were 75% who experienced

health problems after being laid off, various efforts were made to 75% of these women to restore their psychological condition so they could return to work and meet the economic needs of their families. The women are very aware that they have to find various ways to survive and their children to be able to carry out a good education. Accepting the conditions that occur gracefully is not easy, when these conditions are faced by mothers they are very aware that various difficulties including the economy will hit their families. Mrs. H in an interview on 29 November 2021 revealed that everything had to go well, children, husband, family including Mrs. H did not expect that a pandemic would rock the world until now. I try to start by talking to myself and hope that there will be a business that can be run in the midst of all the difficult conditions during the 6 months of the pandemic. The belief in getting a job was also expressed by Mrs. G in an interview that was conducted on January 25, 2022, the respondent was very sure that he would get a better job than the previous one. Through this work, respondents hoped that their income would be greater so that they could meet the needs of their families, especially the needs of school children. A different respondent, Ms. L, in the same time interview also believed that she would get a new job, even though she realized that she would face the challenge of competing with new, younger and more agile graduates than herself, but that did not dampen her enthusiasm. This is also supported by 40% strongly agree, 44% agree and only 16% disagree from 25 respondents.

### **CONCLUSION**

Based on the results of observations, documentation and interviews, it can be concluded that the form of resilience in all subjects is not much different. The subject is able to overcome the pressure that occurs by being patient, enthusiastic, optimistic about the effort being made, and being able to be grateful for the existing conditions. They can recover well and remain productive in carrying out their daily activities. Positive support from the closest people also plays a role in building the resilience of each subject. The subjects also have good control over their desires, because they are able to live simply, accept stressful situations calmly, and can think well about what to do to overcome the life problems they are facing. Subjects can achieve positive aspects and strong character so that they can help children carry out their education at school. A good mother's mentality has a good impact on student learning outcomes, mother's resilience is needed to build maximum children's learning conditions. Even though they are in a very complicated situation due to the layoffs of the COVID 19 pandemic, mothers are willing to help themselves so that their children are helped both psychologically, physically and cognitively.

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