Gratitude as a predictor of resilience

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Article Info	ABSTRACT
Keywords: Gratitude, Resilience, Work terminatio	The COVID-19 pandemic has brought various impacts. Some companies are experiencing economic downturns, so they lay off their employees. This is affected by employees who have been laid off so during the COVID-19 pandemic, attitudes and behaviors are needed in individuals always to be grateful and able to bounce back. The aim is to reveal the relationship between gratitude and resilience for employees affected by layoffs, namely men who work, and how to calm the minds of victims of layoffs. This study used quantitative methods with a correlational approach. Data was collected with 2 types of questionnaires, namely gratitude and resilience. 99 respondents in the South Tambun region face layoffs at their companies due to the economic crisis. The results showed that gratitude as a predictor on resilience. With this result, it can be said to develop resilience can be done by developing gratitude.
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INTRODUCTION

The outbreak of the coronavirus pandemic not only has an impact on the medical, political, legal, and socio-cultural fields but also has an impact on the economy. According to data from the *International Labour Organization* (ILO) in 2020, 94% of workers were laid off and sent home because various countries lockdown policies affected workers and workplace companies who experienced losses in working hours and decreased income. In Indonesia, the government through the Ministry of Manpower (Kemnaker) recorded 2.14 million permanent and informal workers affected by the COVID-19 virus. Based on joint data from the Ministry of Manpower (Disnaker), related agencies, trade unions, and employers' associations throughout Indonesia, as many as 383,645 formal sector workers have been laid off and 1.13 million formal workers have been laid off (Yuniartha, 2020). Data from the Ministry of Manpower (Kemenaker) shows that until July 31, 2020, there were 2.14 million formal and informal workers affected by the COVID-19 virus. Based on these data, the province of workers most affected by contracting the COVID-19 virus is West Java, said Manpower Minister Aida Fauziya. Of the total 2.14 million workers in West Java Province, 342,772 formal and informal workers were affected. Meanwhile, among the 2.14 million workers affected by the COVID-19 virus, 1.13 million permanent workers have been laid off and 383,645 workers have been laid off (Yuniartha, 2020).

Based on the previous data, the impact of the COVID-19 pandemic on layoffs resulted in the company reducing severance pay due to losses (*force majeure*) (PikiranRakyat.com). This ends the rights and obligations between workers and the

company. The situation and conditions affected by layoffs for employees who are full of obstacles like this force individuals to have resilience, which is an attitude of continuing to survive in the face of difficult conditions to achieve the desired goals. Individuals with higher resilience, better cope with stress, think positively about problems (Nuradina, 2022), regulate emotions in a positive direction (Akbar, 2022), have positive emotions, and know how to look for opportunities in difficult circumstances, so in the context of the COVID-19 pandemic, resilience can be an option in dealing with employee stress and strengthened resilience so that employees can be more resistant to stress better and behave by environmental norms and standards (Fikri, 2022). Resilience is thought to direct the negative effects of physical, mental, social, and economic illness (Putri & Wijono, 2022).

Previous research conducted by Astaningtias (2023) regarding the relationship of resilience to stress in employees who experienced layoffs during the COVID-19 pandemic, it was concluded that there was a relationship between resilience and stress in employees who were laid off during the COVID-19 pandemic. Thus, for employees affected by layoffs, a resilience mindset should be developed so that employees can return to thinking positively and productively in the situation they face. This is expected to make layoff victims resilient and confident individuals in facing life in the future. Previous research was also conducted by Pondalos and Santi (2021) regarding gratitude for the resilience of employees who were laid off during the COVID-19 pandemic in Manado. Resilience is the thinking that allows a person to gain new knowledge and view life as an ever-evolving process (National Association of School Psychologists, 2010; Pondalos & Santi, 2021). Based on the research conducted, it can be concluded that gratitude has a positive effect on resilience with a total effect of 72.4%. This positive influence means that the greater the feeling of gratitude, the higher the resilience of employees affected by layoffs.

Gratitude is part of an individual's emotional knowledge as well as mood in everyday life (McCullough et al., 2004). Gratitude is one of the positive emotions that conveys happiness and gratitude for all the good things received (Seligman, 2002). Gratitude is defined as the desire to acknowledge and appreciate based on the diverse and impactful aspects of work in an individual's life (Cain et al., 2018). Park et al. (2004) explained that gratitude is a feeling of gratitude that arises from self-acceptance of something that has been achieved, as well as feelings of peace and positive benefits that one brings in responding to a condition or event.

In connection with that, Emmons and Crumpler (in Snyder & Lopez, 2002) convey that focusing on gratitude can make life happier, meaningful, and rewarding. One of the effects of gratitude is to make someone happy continuously, not temporarily or momentarily. (Emmons & McCullough, 2004). That is, a person who has a high level of gratitude does not deny or neglect all negative things in life, but is grateful and enjoys everything he has, makes choices, gives meaning to his life, and feels satisfied in his life (Wood et al., 2010).

Emmons and Mishra (2012) also state that the application of the concept of gratitude directs positive conditions for humans, one of which is related to the process of living life. The context of gratitude allows humans to be able to live life. This includes the results of one's expertise in paying attention to the positive side of the life process undertaken. Further, Emmons and McCullough (2003) state that gratitude has been planned to be a

form of emotion, attitude, moral virtue, habit, personality trait, or form of response *Coping within* a person's life.

Gratitude enables people to feel happy continuously, not just temporarily or momentarily (Emmons & Mccullough, 2004), in which it can be said that a person with a high level of gratitude, does not fight or neglect all the negative things in his life, but instead is grateful and enjoys everything he has and takes care of himself, chooses to be grateful for life, and feels satisfied with his life (Wood et al., 2010). Meanwhile, although there is a sense of gratitude, but people still have to have a feeling of optimism, they try to view the situation they face positively so that individuals will not feel burdened with current circumstances and will even be encouraged to improve their performance as a form of gratitude for the grace that has been given to them individually (Cahyono, 2014). There are many variables that may have an impact of gratitude, one of the variable is resilience. Utami et al. (2016)showed in their research that high levels of gratitude are positively associated with increased resilience. Meanwhile, research conducted by Deswanda (2019) also showed that gratitude is one of the factors which affected resilience.

The variable feeling of gratitude has a significant influence on resilience. Being grateful leads to a more positive attitude when faced with problems, eases the use of cognitive skills to solve problems, and helps to increase resilience when facing life's stresses. Resilience shows gratitude. The question that arises is to what extent the variable of gratitude affects the resilience of those victims of layoffs. This correlation between the resilience of employees affected by layoffs during the COVID-19 pandemic was studied in West Halmahera (Putri &Wijono (2022), which found that respondents were able to control their emotions after being laid off, withstand the pressure felt after being laid off, and accept the reasons for layoffs decided by the company.

Resilience is defined as encouraging positive characteristics of individual adaptation and moderating effects negative effects of stress (Wagnild & Young, 1993), allowing individuals to develop positively when faced with situations difficulty. Resilience is the process of recovering from the experience of negative emotions and the advantage of adapting flexibly to the changing demands of the stressful experience (Tugade & Fredrickson, 2004). According to Mahmood and Ghaffar (2014), Resilience is the process of adapting to tragedy, trauma, or other potentially stressful events. Further, Grothberg (1995) states that resilience is a person's ability to appreciate, handle, and improve or change when facing adversity or adversity in life. By developing resilience, a person will be able to crush productive and healthy emotions when responding to others and when deciding certain actions. Resilience can help someone affected by layoffs to successfully overcome life's trials. A resilient person tends to be more grateful in life.

Utami and Helmi (2017) state that resilience is believed to enable individuals to improve life skills that help a person take actions and decisions related to his life. During the COVID-19 pandemic, one must be able to not always get caught in bad situations, take care of oneself, and respect social norms.

Resilience will make individuals face the problems that exist in them and can overcome them according to the qualities in the individual. A strong workforce can respond to challenges proactively and skillfully in undergoing adversity, and important to maintain

survival. According to Green et al. (1999), resilience refers to the ability to overcome various obstacles and difficulties in overcoming the level of risk experienced to bounce back. Previous research on the relationship of gratitude and self-esteem with subjective well-being in retired civil servants by Kurnianita (2018) revealed that there is a relationship between gratitude and self-esteem and subjective well-being in retired civil servants.

The Relationship of Gratitude and Resilience

Gratitude has a significant negative relationship with depressive emotions. That is, when someone is grateful, then depression can be prevented (Sun et al., 2020). When individuals are grateful, they find a closer relationship with God, resulting in feelings of comfort and fulfillment. Thus, gratitude will make a person not quickly complain, be grateful for what happens in his life, and add firmness to every event experienced.

There have been previous studies conducted by McCullough, Emmons, and Tsang (2004) and Hoffman (2015) as well as research on gratitude for the resilience of employees who were laid off during the COVID-19 Pandemic in Manado from Pondalos and Santi (2022), which resulted in a positive and significant relationship between gratitude and resilience. In line with the opinion of Tuwah (2016) that because resilience affects a person's well-being, resilience can be seen as the result of positive emotions that give meaning to human life and indicate a happy state of being grateful. High gratitude is also positively associated with the development of resilience (Utami et al., 2016).

Hypothesis: Gratitude is a predictor of resilience.

METHODS

In completing this study, researchers used quantitative methods. According to Arikunto (2013), quantitative research is a research approach that uses numbers, starting from data collection, data interpretation, and the emergence of results. The approach used by researchers is correlational. Correlational research is research that shows the degree of relationship between a variable and one or more other variables (Soesilo, 2018). This study aims to determine whether there is a relationship between gratitude and resilience in employees laid off during the COVID-19 pandemic.

Regression analysis was carried out to help identify whether feelings of gratitude can predict the resilience of employees who have been laid off. This research uses linear regression analysis techniques, where gratitude is the independent variable and resilience is the dependent variable. By using regression methods, we will obtain empirical evidence about the influence of gratitude on resilience in employees who have been laid off (Periantalo, 2016).

Respondents

Table 1 Profile of Research Respondents

	Variable	N	Persentase
Age	< 20 year	15	17,2%
	21-29 year	65	74,7%
	>30 year	7	8,1%
Educational level	Bachelor	45	46,9%
	Diploma	7	7,3%

	Variable	N	Persentase
	Senior High School	44	45,8%
Length of services	< 1 year	45	52,3%
	2 – 3 year	33	38,4%
	>4 year	8	9,3%

Based on the respondent profile, it can be seen that all employees who were laid off were men. It is known that the largest number of respondents were 21-29 years old, 65 people. Based on educational background, there are more respondents with bachelor's degrees than respondents with other backgrounds. Apart from that, it is known that the number of respondents who have worked < 1 year is greater than other respondents.

Respondents are determined (sampling) by using purposive random sampling, which is a sampling technique with certain considerations (Sugiyono, 2019). Because Bekasi is an industrial city with many labor-intensive companies, the respondents came from the South Tambun region. In addition, researchers observed many companies in the location that made layoffs. Sampling is based on purposive random sampling because respondents are characterized as having experienced layoffs and are domiciled in the South Tambun Regency area. This is in line with the statement (Sudjana, 1988) "There are no fixed terms or definite formulas". The effectiveness of a sample is determined by its properties and characteristics close to the population or not, not by its size or quantity. Sudjana (1988), and McMillan and Schumacher (1984) Assume that for correlational research, research requires a minimum of 30 respondents. Therefore, although this study produced 101 respondents, only 99 respondents could be used because two of them were incomplete respondents when filling out the questionnaire.

Resilience

Resilience is a positive characteristic that facilitates one's adaptation and reduces the negative impact of stress (Wagnild & Young, 1993), as well as allowing a person to grow positively even in difficult conditions. Resilience supports a person to overcome adversity and adapt better (Hou et al., 2017).

This research used a questionnaire by Wagnild and Young (1987). A questionnaire totaling 24 items was used in this study. This resilience questionnaire uses a Likert scale that ranges from 1 to 6, namely (1) strongly disagree (2) disagree, (3) disagree less, (4) moderately agree, (5) agree, and (6) strongly agree. This questionnaire was translated and modified into Indonesian by Mangundjaya and Rezeki (2023). Related to the example items are: 1) I feel proud that I have achieved so much in life. 2) I remain interested in things. 3) My life has meaning.

Gratitude

Gratitude is part of an individual's emotional experience or mood in everyday life (see McCullough, Tsang, & Emmons, 2004). A questionnaire consisting of 8 items was used in this study. This questionnaire uses a Likert scale that ranges from 1 to 6, namely (1) strongly disagree (2) disagree, (3) disagree less, (4) moderately agree, (5) agree, and (6) strongly agree. This questionnaire was translated and modified into Indonesian by

Mangundjaya and Rezeki (2023). Related to the example items are: 1) I have many things in life to be grateful for. 2) If I had to make a list of all that I could be grateful for, it would form a very long list. 3) I have many things in life to be grateful for.

RESULTS AND DISCUSSION

Validity Test

In this research, validity testing was carried out using the correlation coefficient technique. A validity test is a testing tool for a questionnaire instrument that is formed in such a way as to measure the accuracy, accuracy, and validity of a questionnaire instrument (Kusuma, 2016). The results of the correlation coefficient statistical test aim to measure whether an item is suitable for use or not, so whether it is valid or not can be seen from the correlation coefficient of $\alpha > 0.30$ (Periantolo, 2016).

Table 2 Validity Classification

Skor	Classification
≥ 0,400	Very High
0,300-0,399	High
0,250-0,299	High Enough
0,200-0,249	A Bit High
<0,200	Low
-(minus)	Very Low

Sumber data: Periantolo (2016)

Based on the results of the validity test, each obtained a correlation coefficient value and showed that in gratitude there was 1 item that was dropped, so there were only 7 items that got a validity score of 0.404 - 0.710, so it could be said to have a high level of validity. 24 items of resilience are declared valid, getting a validity score of 0.693 - 1, which can be said to have a very, very high level of validity.

Reliability Test

In this study, reliability testing was carried out using techniques *Cronbach's Alpha* (α). Results from statistical tests *Cronbach's Alpha* (α) will show the instruments used in this study, reliable or not.

Table 3 Cronbach's Alpha

Number	Status
0.90 ≤ R11<1.00	Highly Reliable Tall
0.70 ≤ R11<0.90	High Reliability
0.40 ≤ R11<0.70	Medium Reliability
0.20 ≤ R11<0.40	Low Reliability
R11<0.20	Highly Reliable Low

Based on the table above, according to Azwar (2007), to test reliability using *Cronbach's Alpha* technique, the scale is said to be reliable if the correlation is at least $\alpha > 0.60$.

Table 4 Reliability

Cronbach's Alpha		Number of Items
Gratitude	.775	8
Self-Resilience	.965	24

Based on the results of the reliability test of gratitude with resilience, each obtained a *Cronbach's Alpha* value of gratitude of .775, thus showing that the scale has a high level of reliability seen in Table 3. Resilience gets a *Cronbach's Alpha* value of .965, thus indicating that the scale has a very high level of reliability as shown in Table 3.

RESULTS AND DISCUSSION

Descriptive Statistics

Table 5 Descriptive Statistics

	N	Minimum	Maximum	Mean	Std.Deviation
Gratitude	99	0.08	0.48	0.37	0.06
Self-Resilience	99	0.01	0.06	1.14	0.19
Valid N (*listwis*)	99				

Based on the results mentioned above, it can be seen that the average score of Self-Resilience is a higher score than Gratitude. Data to measure Gratitude and Resilience were collected using the Likert scale. The scale consists of 8 items of Gratitude and 24 items of Resilience. Based on the table above, the average value of the Gratitude score is 0,37 and Resilience is 1,14. Gratitude with a minimum score of 0,08 and a maximum of 0,48, and self-resilience with a minimum score of 0,01 and a maximum of 0,06. Meanwhile, to determine the distribution of the Sense of Gratitude and Resilience scores, it can be seen from the standard deviation scores, namely Gratitude of 0,06 and Resilience of 0,19.

Table 6 Demographic Analysis of the Two Variables

	N	Gratitude			Resilience		
Demographic Variables		Mean	SD	Sig.	Mean	SD	Sig.
Age				0.14			0.11
<20 years	15	2.26	0.55		6.99	1.64	
21-29 years	65	0.57	0.08		0.28	0.28	
>30 years	7	5.30	0.46		1.19	1.19	
Education				0.76			0.85
Bachelor	45	0.82	0.13		2.52	0.41	
Diploma	7	5.08	0.96		16.34	2.85	
Senior High School	44	0.84	0.12		2.62	0.39	

	N	Gratitude		Resilience	
Length of services		0.23		0.18	
< 1 year	45	0.79	0.17	2.43	0.54
2-3 year	33	1.15	0.12	3.56	0.38
>4 years	8	4.62	0.34	14.71	1.49

Table 5 shows that among these demographics such as age, education, and length of service at the company have no significant differences and are not significantly correlated.

Correlation Results

1. Interrelation Correlation Test

Table 7 Intercorrelation Analysis

No	Variables	M	SD	1	2	3	4	5
1	Resilience	1.14	0.19	1				
2	Gratitude	0.37	0.06	0.80**	1			
3	Age	-	-	0.07	0.10	1		
4	Education	-	-	-0.12	-0.13	0.03*	1	
5	Length of services	-	-	0.21	0.18	0.14	0.07	1

**Significant at $p<0.01$ level (2-tailed), *Significant at $p<0.05$ (2-tailed)

Table 7 shows that there is a positive correlation between gratitude and resilience. It can be said that a feeling of gratitude is related to resilience in employees who are victims of layoffs. In this case, the demographic variables of age and length of service at the company do not show a positive correlation with feelings of gratitude and resilience.

2. Regression Test

In this study, a simple linear regression test was used. According to Sugiyono (2013), a simple linear regression test is a test of data that consists of two variables, namely the independent variable and the dependent variable, where these variables are causal (influential). This aims to test whether there is an influence between the independent variable and the dependent variable. To be able to carry out a regression test, the first thing that needs to be done is to carry out the F test which is in the table as follows:

Table 8 Analysis of Regression Correlation between Gratitude and Resilience

	R	R^2	ΔR^2	β	Sig. (ρ)
Gratitude	0.797	0.635	0.635	0.797	0.000**

1.os $p<0.01$

Table 8 shows that gratitude has a positive and significant correlation, r = 0.797, p = 0.000. Individuals who have a high significance column show a significance or p-value

of 0.000; This shows that gratitude can significantly and positively predict resilience (β = 0.797, p<0.05). This value shows that with a person's sense of gratitude, the standard deviation is (0.06). The R^2 results show a value of 0.635, meaning that 63.5% of the variance in gratitude scores can be explained by resilience, while the other 36.5% of the variance can be explained by other factors.

Discussion

This study aims to determine the predictor of gratitude on resilience with the employees who were laid off during the COVID-19 pandemic, the results showed that gratitude is one of the predictors of resilience. These findings supported the previous research conducted by Pondalos and Santi (2021) regarding gratitude for the resilience of employees laid off during the COVID-19 pandemic in Manado. The higher the gratitude, the higher the resilience of laid-off employees during the COVID-19 pandemic. The ability to believe that life is not simple, but through new ways, life will get better, that is, failure and success are generally situations of one's mind alone. Gratitude can arise and develop when employees who experience termination of employment (layoffs) have positive thoughts. In other words, the higher the gratitude felt by laid-off employees, the higher the confidence in living the lives of laid-off employees during the COVID-19 pandemic.

Besides, Reivich (2002) states that resilience is a person's ability to solve and adapt to the most difficult conditions that occur in an individual's life. When facing the COVID-19 pandemic, most employees are asked to adapt to changes that occur in the workplace, so they have to survive even in the most difficult conditions caused by COVID-19. Someone resilient will interpret unpleasant conditions with a more positive perspective and try to deal with them with good options, learn to be able to see the good side of someone, and see themselves and their skills more positively. In this case, gratitude to the victims of layoffs according to Emmons and Mishra (2012) is the concept of gratitude in its application that will show a positive situation to someone, one of which is related to the process of living life. A high level of gratitude makes individuals have good happiness because of the possession of satisfaction in life and positive thinking (Dinanti & Mangundjaya, 2023). Someone who is not grateful will more easily feel depression anxiety (McCullough et al., 2002), so gratitude here helps individuals arrange a better life in a positive direction (Dinanti & Mangundjaya, 2023).

In addition, the results of this study are in line with the results of research from Rahmita et al. (2021) Regarding resilience and work stress, it was concluded that the results obtained showed a relationship between resilience and work stress there was a significant negative correlation in employees of the customer service department of PT. X in East Java, proving that there is a significant negative relationship between variables and negative signs can mean that employees who have high resilience, then work stress low and vice versa. Furthermore, the results of this study are in line with previous research from Pondalos and Santi (2021) regarding gratitude for the resilience of employees who were laid off during the COVID-19 pandemic in Manado. The higher the gratitude, the higher the resilience of employees laid off during the COVID-19 pandemic.

The research results state that gratitude is a predictor of resilience. As explained in previous research on Gratitude with the Resilience of Employees Victims of Layoffs during

the COVID-19 Pandemic in Manado, by Pondalos and Santi (2021) it shows a positive and significant relationship between gratitude and resilience. Resilience can emerge and develop when employees who experience layoffs have a sense of gratitude. So, the higher the gratitude felt by laid-off employees, the higher the resilience of laid-off employees during the COVID-19 pandemic.

Resilience results aligned with research by Apriawal (2022) regarding resilience in employees who experience termination of employment (layoffs) that Every individual in the face of layoffs will certainly vary, there is someone who can bounce back from previous conditions, but less effective and there is also someone who can rise and recover from negative conditions effectively. The findings of this study also reveal that resilience can predict gratitude positively and significantly. This is in line with Mangundjaya and Wafiah's (2023) research which found that there is an influence of gratitude on psychological well-being. Apart from that, research conducted by Deswanda (2019)states that the factors that influence resilience are feelings of gratitude. This can result in a more positive attitude when facing problems, making it easier to use cognitive skills to solve problems, and helping to increase resilience when facing life stress. This is in line with Grothberg's findings that resilience is an individual's ability to appreciate, overcome, and improve or change when facing adversity or adversity in life. Thus, it is assumed that gratitude has a large influence on resilience.

This research shows that individuals can develop a positive sense of gratitude, to overcome individual resilience. Therefore, it is hoped that victims who experience layoffs during the COVID-19 pandemic can develop gratitude and resilience in themselves. Through this, the person who got terminated can create a sense of security and peace to maintain their psychic and physical. In this study, there are limitations, namely: a) This research was conducted only in one location. For this reason, further research is recommended to be carried out in other places with different types and types of locations. b) This study only measures 2 (two) variables, namely gratitude and resilience. Therefore, subsequent research can be carried out using different variables.

CONCLUSIONS

The research results show gratitude as a predictor of resilience. Based on these results, it can be interpreted that gratitude can be a predictor of the resilience of employees affected by layoffs during the COVID-19 pandemic. The value of the regression coefficient is positive, which means that there is a positive influence between gratitude and resilience, therefore the hypothesis is accepted. As there is also a positive correlation between the two, it can be conclluded that the higher a person's sense of gratitude, the higher the resilience of someone who has been laid off during the COVID-19 pandemic, there was an increase in layoffs carried out by companies, especially in South Tambun, Bekasi Regency, and West Java. Termination of Employment is caused by the impact of economic and social decline, as well as layoffs resulting in differences in severance payments paid by the Company due to losses (*force majeure*). This research showed that persons who can be grateful will be able to be resilient in living their lives so that during the COVID-19 pandemic, laid-off employees who experience difficulties and setbacks will be able to get

back up and continue their daily lives. Based on various existing limitations, researchers suggest the following: 1) Conduct research using various other variables that can bring out resilience in individuals. 2) Conduct similar research with different respondents and locations. Meanwhile, to develop a sense of gratitude, training is recommended to be provided by the companies and or the Ministry of Manpower to develop their mindset, so that individuals can be resilient.

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