



## ABSTRAK

Pemutusan hubungan kerja merupakan keputusan akhir yang dilakukan perusahaan pertambangan batu bara PT. SIS Kabupaten Berau, Kalimantan Timur saat masa pandemi covid-19. Hal ini terjadi dikarenakan telah berakhirnya perjanjian masa kontrak kerja antara PT. SIS selaku pihak kontraktor dengan PT. Berau Coal selaku pihak owner, dan akibat terdampak krisis pandemi covid-19 menyebabkan harga batu bara acuan menyentuh harga terendah tahun 2020. Pasca pemutusan hubungan kerja menimbulkan permasalahan dalam kehidupan mantan pekerja baik di bidang perekonomian, kesehatan, maupun ketenagakerjaan.

Dalam mengkaji fenomena resiliensi korban PHK saat di masa pandemi covid-19, penelitian ini menggunakan 5 informan dengan kriteria, yakni mantan pekerja PT. SIS dengan divisi Plant Department kategori mekanik yang benar-benar telah di PHK. Pengumpulan data dilakukan dengan metode wawancara, observasi, dan dokumentasi. Adapun proses pengumpulan data dilakukan selama 2 bulan tepatnya pada bulan Agustus 2021 hingga September 2021. Metode pengambilan informan menggunakan metode purposive sampling.

Hasil dari penelitian ini menunjukkan bahwa aktivitas yang dilakukan mantan pekerja pasca PHK, diantaranya bekerja serabutan, membuka usaha kecil-kecilan, ojek online, menghemat pengeluaran, hanya bertahan dengan sisa uang pesangon, membuka jasa catering makanan bersama istri, berjualan ikan dan sembako keliling. Mantan pekerja juga membangun modal sosial dengan berbagai mantan rekan kerja lainnya untuk saling memberikan informasi lowongan pekerjaan. Modal sosial sebagai sumber daya potensial yang tahan lama untuk memberikan dukungan dan kepercayaan dalam hubungan jaringan sosial mereka dalam meningkatkan resiliensi.

**Kata kunci:** pekerja, pemutusan hubungan kerja, resiliensi



## ABSTRACT

Termination of employment is the final decision made by the coal mining company PT. SIS in Berau Regency, East Kalimantan during the COVID-19 pandemic. This happened because the work contract period between PT. SIS as the contractor with PT. Berau Coal as the owner, and the impact of the COVID-19 pandemic crisis caused the reference coal price to touch the lowest price in 2020. After the termination of employment, it causes problems in the lives of former workers, both in the fields of economy, health, and employment.

In assessing the resilience phenomenon of layoff victims during the COVID-19 pandemic, this study used 5 informants with criteria, namely former employees of PT. SIS with the Plant Department division in the mechanical category which has actually been laid off. Data collection was done by interview, observation, and documentation methods. The data collection process was carried out for 2 months, to be precise, from August 2021 to September 2021. The informant collection method used the purposive sampling method.

The results of this study indicate that the activities carried out by former workers after being laid off, including odd jobs, opening small businesses, online motorcycle taxis, saving expenses, only surviving with the remaining severance pay, opening food catering services with their wives, selling fish and mobile groceries. Former workers also build social capital with various other former colleagues to share job vacancies with each other. Social capital as a durable potential resource to provide support and trust in their social network relationships in increasing resilience.

**Keywords:** workers, termination of employment, resilience.