

**COPING STRATEGIES OF FEMALE WORKERS  
EXPERIENCING JOB INSECURITY  
(A Study of Workers at CV. X in Pasuruan Regency)**

**THESIS**



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UNDERGRADUATE PROGRAM IN SOCIOLOGY**

**2025**



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**THESIS**

Submitted to Surabaya State University to  
fulfill the requirements for completion of a  
Bachelor of Social Sciences program.

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## ABSTRAK

### COPING STRATEGIES OF FEMALE WORKERS EXPERIENCING JOB INSECURITY (A Study of Workers at CV. X in Pasuruan Regency)

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Pekerja perempuan menjadi pembahasan yang menarik, sering kali perempuan memilih untuk mencari pekerjaan adalah untuk dapat memenuhi kebutuhannya sendiri ataupun keluarga. Pada realitasnya, kondisi lapangan pekerjaan hingga upah yang diberikan menjadi masalah. Namun, tidak hanya itu saja, terdapat permasalahan yang lebih mengancam kondisi pekerja perempuan, yaitu ketidakpastian bekerja atau *job insecurity*. Dari ketidakpastian ini akan membuat kondisi perempuan semakin terpojok dan mempertaruhkan kesejahteraannya. Lebih parahnya lagi terdapat pekerja perempuan yang memiliki peran ganda sebagai kepala keluarga. Oleh karena itu, penelitian ini dilakukan untuk melihat terkait strategi coping atau cara yang digunakan oleh pekerja perempuan dalam menghadapi *job insecurity*. Penelitian ini menggunakan metode kualitatif dengan teori strategi coping dari Lazarus dan Folkman. Data yang diperoleh dari hasil wawancara terstruktur dan observasi non-partisipan. Adapun hasil dari penelitian ini menunjukan bahwa dari 10 subjek yang diambil memiliki cara yang berbeda-beda dalam menghadapi masalah *job insecurity*. Hal ini didasarkan pada

berbagai hal seperti kondisi sosial dan ekonomi. Yang berfokus pada masalah melakukan tindakan seperti mencari pekerjaan sampingan dan membuka bisnis sendiri. Selain itu, mereka memiliki tanggungan anak, sehingga membutuhkan penghasilan tetap. Lalu, yang berfokus pada masalah terdapat yang hanya menerima kondisi, mencari aktivitas kehidupan lain seperti aktivitas olahraga, dan terdapat juga yang menjauh dari masalah atau lebih memilih untuk mengurus kehidupannya sendiri dengan merawat cucu. Perbedaan ini didasarkan pada berbagai faktor, seperti kondisi ekonomi keluarga yang masih stabil, ingin menikmati masa tua, dan penurunan fisik yang signifikan, serta modal yang dimiliki oleh subjek penelitian, baik modal sosial ataupun ekonomi. Jadi, modal berperan cukup penting dalam penentuan strategi coping.

Kata kunci : Strategi Coping, Pekerja Perempuan, Job Insecurity

## ***ABSTRACT***

### **COPING STRATEGIES OF FEMALE WORKERS EXPERIENCING JOB INSECURITY (A Study of Workers at CV. X in Pasuruan Regency)**

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*Female workers are an interesting topic of discussion, women often choose to look for work to be able to meet their own needs or those of their families. In reality, the conditions of the job market and the wages given are a problem. However, not only that, there are problems that are more threatening to the conditions of female workers, namely job uncertainty or job insecurity. This uncertainty will make women's conditions even more cornered and risk their welfare. Even worse, there are female workers who have dual roles as heads of families. Therefore, this study was conducted to see the coping strategies or methods used by female workers in dealing with job insecurity. This study uses a qualitative method with the theory of coping strategies from Lazarus and Folkman. Data obtained from structured interviews and non-participant observations. The results of this study show that out of 10 subjects taken, they have different ways of dealing with the problem of job insecurity. This is based on various things such as social and economic conditions. Which focuses on the problem of taking action such as looking for a side job and opening their own business. In addition, they have dependent children, so they need a steady income. Then, those who focus on the problem are those who only accept the condition, seek other life activities such as sports activities, and there are also those who stay away from the problem or prefer to take care*

*of their own lives by taking care of their grandchildren. This difference is based on various factors, such as the family's economic condition which is still stable, wanting to enjoy old age, and significant physical decline, as well as the capital owned by the research subjects, both social and economic capital. So, capital plays a fairly important role in determining coping strategies.*

*Keyword : Coping Strategy, female worker, job insecurity*

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Skripsi ini telah disetujui dan dinyatakan memenuhi syarat untuk  
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## MOTTO PAGE

*“Nglurug tanpa bala, menang tanpa ngasorake, sekti tanpa aji-  
aji, sugih tanpa bandha.”*  
~ *Sunan Kalijaga* ~

## DEDICATION PAGE

Praise be to Allah, Lord of the Worlds. I express my deepest gratitude to Allah, the Exalted and Glorious. With His grace, I have been able to delve into the depths of knowledge that has no bounds. With all sincerity, I dedicate this work to my beloved ones:

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## CHAPTER I

### INTRODUCTION

#### 1.1 Background

This study aims to examine the coping strategies of female workers who experience job insecurity at their workplace. Job insecurity is a condition in which workers' status is uncertain. This uncertainty ranges from job security to other matters related to the conditions of workers and companies. Basically, the issue of job insecurity has become a global problem and has been studied extensively. For example, research has been conducted by (Abildgaard et al., 2018; Audina & Kusmayadi, 2022; Putrayasa & Astrama, 2021; Saputri et al., 2020; Shin et al., 2019). Some of the above studies examine the issue of job insecurity by comparing workers' abilities and quality, their desire to move, and their stress levels when they realize they are experiencing job insecurity. Meanwhile, this study focuses on the coping strategies of workers who experience job insecurity or insecurity in their daily lives. This is based on the fact that the condition of workers experiencing job insecurity remains a problem that must be solved, especially in the current era.

The current revolution in time and technology has made various things increasingly complex. The impact can be seen in various fields, especially in the economic activities of society, namely employment. These activities are undergoing rapid change, have many branches, and are often subject to uncertainty. This is in line with the statement that the 4.0 revolution is leading to the emergence of new types of jobs,

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because it encourages the effective use of technology (Perwira & Hidayat, 2021). In addition, in this era, companies have a great demand to maintain the company and face an increasingly competitive environment. These demands will lead to ways in which company goals can be achieved optimally through various changes, including job types, company orientation, and others (Gunawan & Ardiana, 2020). This is closely related to the impact of the revolution in time and technology. The complexity and intense competition in the world of work ultimately give rise to uncertainty in the workplace.

The role of workers or employees greatly influences the company in achieving its goals. Workers are like the main driving force that runs everything related to production and distribution (Ni Luh Eva Riantini et al., 2021). Based on this, it is evident that employees or workers must also achieve their own goals, which include well-being, while the company can grow and generate profits. This is the fundamental concept of a company established to generate profits or revenue and help meet human needs (Lompoliu et al., 2020). Therefore, there is a strong connection between employees and the company, and both must fulfill their respective objectives.

As a company grows, it has more goals to achieve, especially in production and distribution, which sometimes forces workers to work overtime with the lure of higher wages. In fact, companies hire many workers in order to achieve these goals. From this, we can see that companies increase their workload and hire more workers to achieve their goals. This is a good thing if it has been calculated or planned carefully. However, if it is not planned, then the company and its workers are at risk. This cruelty cannot be separated from the complexity of the changes and goals that the company wants to achieve without consideration.

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## CHAPTER 1 INTRODUCTION

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In this case, workers will experience an uncomfortable situation in the company, and what should be able to improve their performance through work engagement, or positive feelings towards their work, can be divided into effort, dedication, and assimilation, which are then hindered (Khoiroh, 2021). This can be the first factor that causes workers to feel uncomfortable and insecure.

Job insecurity can be experienced by workers anywhere and anytime. In general, job insecurity is a condition that affects the psychological well-being of workers (Udayani & Sunariani, 2018). Many studies have revealed the factors that contribute to job insecurity, one of which is a study by Solehah & Ratnasari (2019), which shows that it occurs due to a lack of facilities in a company. In addition, Greenhalgh and Rosenblath (1984) also showed that job insecurity occurs due to several factors, such as conditions outside the work environment, the work environment itself, and personal factors (Zakaria et al., 2019). Research by Kristiyanto & Khasanah (2021) also mentions that the existence of risks that they face significant challenges, so workers tend to choose jobs with lower risks. Due to these factors, workers experience confusion due to psychological and physical pressure. In fact, it is not uncommon for workers to experience turnover intention, or the desire to leave the company due to various issues they face while working (Januartha & Adnyani, 2018). Based on this, it is evident that workers' stress will increase if there are many factors making them feel uncomfortable. The greater the stress, the greater the threat of job insecurity for workers.

This case of job insecurity occurred among workers at a partner company of PT. Halim Jaya Sakti (Ando Footwear), namely CV. Manna Sejahtera, located in the hamlet of Dliring, Winong Village, Gempol District, Pasuruan Regency. Based on initial observations, the researchers found that the community's priority livelihood was as factory workers and entrepreneurs. The following data is related to this.

Table 1.1 Population by Occupation

Nama Desa	Jumlah Penduduk Berdasarkan Pekerjaan											
	Belum/tidak bekerja		Aparatur/Pejabat Negara		Tenaga Pengajar		Wiraswasta		Pertanian/Peternakan		Nelayan	
	L	P	L	P	L	P	L	P	L	P	L	P
Winong	745	677	42	14	23	52	2.242	1.790	37	22	0	0

Source: Population and Civil Registration Data of Pasuruan Regency 2022  
(Pasuruan Regency Government, 2022)

Based on the data above, it shows that the people of Winong village are mostly entrepreneurs. Basically, entrepreneurship is not only about how someone manages a business, but also plays a significant role in the product itself. This aligns with the statement that entrepreneurship encompasses the broad range of skills an individual possesses in a particular job and can be related to a specific profession or job performed within a company, as well as outside of it (Kholifah, 2022). Therefore, it can be concluded that the majority of the population in Winong are company employees and business owners. The establishment of CV. Manna Sejahtera in the village of Dliring is therefore highly anticipated to contribute to the local economy.

If we look at the villages surrounding Winong, such as Legok, they generally have similar conditions, with most of the residents working as employees.

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## CHAPTER 1 INTRODUCTION

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This is based on the fact that Pasuruan Regency is home to many large companies spread across the region. However, the companies located in Legok Village are not as close together as those in Winong Village, which is almost entirely surrounded by companies. This is what prompted this study to be conducted in Winong Village.

Initial observations by researchers found that there are quite a number of people from the village of Dliring working at CV Manna Sejahtera, with approximately 100 workers, most of whom are from the village of Winong. Based on the initial findings of the researcher in collaboration with the company's security department, it was stated that around 20-30 workers are from the Dliring village, both men and women. However, at present, the majority of workers are women, and the jobs they perform are primarily those that require more strength is attributed to men, such as lifting heavy objects.

The case of job insecurity affecting workers at CV. Manna Sejahtera began with work restrictions imposed since the outbreak of Covid-19. All workers were furloughed and only worked 1-2 times a week. However, this situation was considered to have a significant impact as it continued until June 2024. All workers, both male and female, were affected by the furloughs. The workers were not fired or dismissed from the company; they were merely furloughed. However, upon further investigation, it was discovered that there were internal issues within the company. The company owner passed away suddenly, and the owner's children lacked the necessary skills to manage the company, as their background was in medicine. This situation has significantly worsened the company's condition from the COVID-19 period, resulting in severe impacts on the workers at the company.

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This situation occurred suddenly and there was no agreement regarding the duration of work, which has undergone quite extreme changes. Until now, workers have only been waiting for phone calls to work. This shows that when materials arrive, workers are called to the company. Considering that the workers are women, whether married or not, this situation poses a serious threat to their well-being. From initial observations, the researcher also found that there is a worker from CV. Manna Sejahtera who is a widow and must support herself and her child who is still in high school. This double burden must be supported by securing employment. However, if job insecurity strikes such communities and the welfare that is the right of workers is threatened, it can be assumed that even the fulfillment of their daily needs will also be disrupted.

In addition, researchers also found that the community's desire to work in the company was quite high, as evidenced by initial observations with the Head of Dliring Hamlet, who stated that the age of workers in Dliring Hamlet was quite high, so it is hoped that the company can accommodate people who live not far from the company. In line with the data from the Winong community, the "unemployed/underemployed" category in Table 1.1 shows a very high number, with 745 men and 677 women. From this data, it can be seen that there are 1,422 or approximately 5.39% of the population of Winong Village who are still unemployed or not working out of a total population of 7,677. The village head also added that Dliring Village is one of the largest villages among the six other villages, with a population of approximately 1,100 people and an average age of working-age individuals, which is at least 25 years old.

Table 1.2 Population by Gender

Jumlah Penduduk Berdasarkan Jenis Kelamin			
Nama Desa	Jenis Kelamin		
	Laki-laki	Perempuan	Total
Winong	3.909	3.768	7.677

Source: Population and Civil Registration Data of Pasuruan Regency 2022

Based on the current conditions and indications that job insecurity is prevalent at CV. Manna Sejahtera, researchers are interested in raising this issue because they see the threat of uncertainty faced by workers. The researcher will focus on female workers, as observations indicate that only certain positions requiring physical strength, such as lifting finished materials or products, are performed by men, while the majority of core tasks, such as screen printing, drilling, rubber band installation, and packaging for sale, are carried out by women.

The issue of job insecurity must be investigated. Matters concerning workers' conditions, such as welfare, must be addressed because these are workers' rights. According to Paramita et al. (2022), cases related to job insecurity are greatly influenced by high work motivation, but this differs from Murni & Yurnalis (2018), who found that job insecurity does not have a direct impact on the welfare of employees or workers. This is indeed due to the different backgrounds and conditions of the workers.

However, job insecurity will continue to have a negative impact on workers' physical and mental health, thereby jeopardizing their welfare. Workers have different motivations for working, so conditions vary from one worker to another. Therefore, this study will examine the coping strategies of workers at the designated research sites and attempt to determine the conditions of workers

and know how to overcome the problem of job insecurity.

### 1.2 Problem Statement

Based on the background information above, the following research questions were formulated. What are the coping strategies of workers experiencing job insecurity?

### 1.3 Research Objectives

Based on the above problem statement, the objectives of this study are as follows.

1. To identify the socioeconomic conditions of female workers experiencing job insecurity.
2. To identify the coping strategies of female workers in dealing with job insecurity.
3. To analyze how female workers experiencing job insecurity deal with and overcome problems.

### 1.4 Benefits of Research

This study has theoretical and practical benefits. The following are the benefits of this study.

#### 1. Theoretical Benefits

This study was written with the hope that it can be used as a source of reading or reference for other researchers related to the theme of job insecurity. In addition, this study is expected to be used as a reference in the process of developing books or knowledge related to similar themes, so that it can provide empirical evidence related to new things or add to existing knowledge. The researcher also hopes that this study can be used to provide an understanding in the field of social economics by providing case examples within that field of study.

## 2. Practical Benefits

This study is expected to be useful and utilized by the Pasuruan Regency government, particularly in the labor department, to provide guarantees and protection for workers by carrying out evaluation functions. This is based on one of its functions and duties, which is to provide and ensure welfare through the formulation of policies and regulations related to labor. Additionally, this study is expected to be utilized by the Winong village government to pay attention to workers experiencing job insecurity or uncertainty in employment. Assistance can take the form of psychological support, welfare benefits, and guidance for both companies and their employees. The researcher also hopes that this study can be utilized by companies to better ensure and consider the welfare of their workers or employees. Furthermore, this study is expected to be read by workers who are experiencing similar problems so that they can be wiser in dealing with these issues and achieve welfare.

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## CHAPTER II

### LITERATURE REVIEW

#### 2.1 Previous Research

Several studies on related topics have been conducted. Researchers found 23 studies published in national and international journals. However, these studies differ from each other. Of the many sources used by researchers, almost all studies used quantitative methods, while this study used qualitative methods and the coping strategy theory. Researchers also found that related studies generally discuss workers' responses to job insecurity, such as linking it to job satisfaction, desire to change companies, self-esteem, and the relationship between workers and their environment. Meanwhile, this study discusses how to adapt to and overcome job insecurity and describes the psychological conditions involved. Work stress is also predominantly studied as a tool to measure workers experiencing job insecurity, differing from this study, which delves into stress to examine workers' socioeconomic lives in their daily routines.

In addition, other studies have discussed contract workers, whereas this study used permanent employees as research subjects, but the label "permanent employee" differs from the actual conditions, which are still uncertain. Permanent employees are considered more professional and should be more aware of social, psychological, and health conditions. However, the employees selected by the researchers were still considered to be lacking in awareness. In fact, they tended to keep their stress to themselves.

This was obtained from the researcher's observation that there was no resistance, such as demonstrations or other actions from the workers regarding the conditions they faced. Therefore, this study was conducted to explore how they adapted to overcome job insecurity.

Previous research related to the title "The Influence of Job Insecurity and Job Stress on Turnover Intention (A Study of Lucas Group Pharmaceutical Industry Staff in Bandung)" was written by Audina & Kusmayadi (2022). This study used a quantitative method with 42 respondents. The findings of this study indicate a significant positive relationship between job insecurity, job stress, and intention to leave. Thus, pressure related to job insecurity will encourage employees to move to other companies. In addition, the researchers also revealed that it is important to manage and pay special attention to worker stress, because this will influence the decision to move from the worker. Worker security management must also be a concern, because it relates to the welfare of the workers themselves. This study shares similarities with the previous study in that it discusses job insecurity. However, because there are other objects such as job stress and its connection to the decision to move, this study differs from the previous one. Another difference lies in the location. This study was conducted at Lucas Group Bandung Pharmaceutical Industry, while the previous study was conducted at CV. Manna Sejahtera. The theory and methods used also differ,

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the author's research used qualitative methods and a coping strategy theory approach.

Further research entitled "The Effect of Job Insecurity on Work Stress, Performance, and Turnover Intention of Employees at PT Bank Mandiri (Persero) Tbk" was written by Saputri et al. (2020). This study used quantitative methods and SEM-PLS formulas for analysis. The data found indicate a positive influence of job insecurity and its relationship with job stress and turnover intention, but a negative influence on job performance. Other findings are that companies must be able to implement management to overcome job insecurity by creating relevant policies, providing probation periods, and offering promotion opportunities. In addition, the researchers also revealed that transparency must be upheld in order to obtain qualified employees or workers. This study shows the same research object as the author's previous study, but there is a difference in that the research objective is more focused on the conditions of workers experiencing job insecurity. This is examined using the coping strategy approach or theory. In addition, different types of companies are expected to produce different results.

Another study titled "Job Insecurity and Workload on Employee Performance at Stikes Wira Medika Bali Mediated by Work Stress" was written by Antari (2021). This study employs a quantitative research method. The focus of the study is to examine the impact of job insecurity and work load on employee performance. The findings reveal a positive correlation between job insecurity, work-related stress, and employee performance.

Then, it is hoped that the impact of job insecurity will be further examined in order to motivate employee performance. In addition, the researcher also suggests training to manage workers' emotions and feelings. The difference between this study and previous studies lies in the method used, which is quantitative, whereas this study uses a qualitative method. The types of companies whose workers were the subjects of the study are also different, namely health and commercial. In this study, no theory was used to support the analysis of the results, whereas the author utilized the coping strategy theory.

Further research entitled "The Influence of Job Insecurity, Emotional Exhaustion, and Self-Efficacy on the Performance of Contract Employees in Bandar Lampung" was conducted by Dian Kinanti et al. (2020). This study focuses on examining job insecurity, self-efficacy, and employee performance. The findings show that there is a significant influence on self-efficacy and employee performance. Therefore, the researchers recommend that managers or supervisors focus on factors that have an impact on employee performance, especially contract employees. Thus, if you want maximum results, you cannot underestimate the conditions of these workers. Overall, the research objectives are similar to those of the author, but there is a notable difference, namely the inclusion of self-efficacy as a factor in assessing employee performance. Additionally, the employees selected as respondents differ, as the study focused on contract employees, while the researcher's informants were permanent employees experiencing job insecurity.

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Another study titled “The Role of Job Insecurity and Job Satisfaction on Organizational Commitment” was written by Nurleni et al. (2020). This study sought to find the relationship between job insecurity, job satisfaction, and organizational commitment. Thus, the objects of study were quite complex. The researchers found that job insecurity and job satisfaction had a positive relationship or impact on organizational commitment. Thus, the objects studied have a strong relationship. There should be calculations and activities to promote job satisfaction to demonstrate organizational commitment among employees. The differences observed lie in the methods and objects of study, which are quite numerous. Additionally, the absence of research theory is a gap that the authors could address in future studies. Furthermore, another difference lies in the research location and the companies used, which are not clearly specified.

A similar study with the title “The Influence of Job Insecurity and Work Stress with Work Environment as an Intervening Variable on Employee Performance During the Covid-19 Pandemic” by Hasna'ni & Setiani (2022) found that employee performance is greatly influenced by job insecurity, stress, and work environment. This study shares similarities in that it discusses job insecurity among workers in a company, but the timeframe chosen was during the COVID-19 pandemic, whereas the author's research was conducted post-pandemic. This study adds recommendations to create a more positive work environment to enhance employee performance.

Furthermore, research related to the title “The Effect of Job Insecurity, Satisfaction, and Work Motivation on Turnover Intention of Contract Employees” from (Abidin, 2019).

Researchers revealed that job insecurity has negative results, while work motivation has positive results on workers' decisions to move. Based on this, it shows that work motivation has a greater influence on the decision to move from employees or contract workers. The difference between this study and the author's is the research object, which focuses on contract employees, while the author uses permanent employees who are experiencing job insecurity. Additionally, the objects studied are quite numerous, namely job satisfaction and work motivation, while the author's research focuses on how to deal with job insecurity from workers who are experiencing job insecurity.

Then, there is also a study entitled "The Influence of Job Insecurity, Job Satisfaction, and Work Environment on Employee Turnover Intention" written by Marzuqi (2021). The findings show that job insecurity has a positive effect on the decision to move to another company. Thus, workers who feel insecure are more likely to quit and move to another workplace. This study aligns with the author's research, but the difference lies in the method used, which is qualitative with a perspective from coping strategy theory. Additionally, this study also discusses its relationship with the decision to leave or move, while the author's research focuses on the coping strategies of employees and examines how they adapt.

Further research is also in line with that written by (Al Amin & Pancasasti, 2021) entitled "The Effect of Job Insecurity on Employee Performance with Job Satisfaction as an Intervening Variable." The findings of this study are that there are negative results on job insecurity, while there is a positive impact of job satisfaction on employee performance.

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This study also discusses job insecurity, but the difference is that the object of study is aimed at observing the performance of employees in a company, unlike the author's study, which discusses job insecurity and coping strategies and ways of dealing with it during such experiences. This includes looking at the emotional aspects and actions or behaviors exhibited when experiencing such things.

Other similar research with the title "The Influence of Work Ethic and Job Insecurity on Employee Job Satisfaction at PT. Danamas Insan Kreasi Andalan (DIKA) Denpasar" was written by Putrayasa & Astrama (2021). The findings revealed that job insecurity has a negative impact on job satisfaction, while work ethic has a positive influence on job satisfaction. This study also indicates that companies should provide motivation to employees to enhance their enthusiasm. The difference observed between this study and the author's research is the location. This study was conducted at a company in Denpasar, while the author's research was conducted in Pasuruan Regency. Additionally, the research methods used were different; the author's research employed a qualitative method.

Another study entitled "Subjective Well-being of Contract Workers (Pkwt)" was written by Sengkey & Tiwa (2020). This study found that the subjective well-being of contract workers is influenced by religious and cultural values, so that hard work arises from optimism about well-being. Values related to job insecurity are eliminated because of the strength of religious and cultural values. An increase in job status eliminates uncertainty,

this means that uncertainty is dispelled by an increased enthusiasm for work and the removal of negative influences. This study is similar in that it discusses job insecurity and examines subjective conditions, but differs in the theoretical perspective used. The author's study uses a coping strategy theory perspective, while this study uses a phenomenological perspective.

Furthermore, the study entitled "Work Motivation and Job Insecurity Among Contract Employees" (Paramita et al., 2022) is related to the author's research. This study found that the higher the work motivation, the greater the risk of job insecurity. However, many factors beyond work motivation can influence this. This study shares similarities in its discussion of job insecurity among company employees. However, the employees studied are different; the author's study used permanent employees in a company. Another difference lies in the research method, which used quantitative data, while the author's study employed a qualitative approach.

Then, a study entitled "The Effect of Job Insecurity on the Welfare and Performance of Contract Employees at the Administrative Office of Syiah Kuala University in Banda Aceh" written by Murni & Yurnalis (2018) is also related to the author's research. This study found that job insecurity had no effect on the welfare or performance of employees. There are similarities in the discussion of job insecurity and employee well-being, but there are also differences, particularly in the location chosen for the study.

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The author's research was conducted in the village of Winong, more precisely among the workers at CV. Manna Sejahtera. In addition, the research method used was different; this study used qualitative methods.

The study entitled "Factors Delaying Turnover Intention in Conditions of Job Insecurity" (Ariyanti, 2019) is also related to the author's research. This study found that workers experiencing job insecurity tend to continue their current job until they find a new job or other opportunities. Several feelings were reported, such as concerns about meeting their needs, uncertainty, and a desire to leave and find a more secure job. The motivation to leave decreases if workers have not found a company they consider better and safer. The similarity in the discussion of this study has motivated the researcher to conduct a more in-depth study on workers experiencing job insecurity. Another difference lies in the method; this study uses a phenomenological perspective, while the author uses a coping strategy theory perspective. Additionally, this study focuses on the factors that emerge in workers experiencing job insecurity, while the author's study focuses on the coping strategies of workers with job insecurity, thereby hoping for more in-depth data.

In addition to existing research in Indonesia, there are several studies conducted overseas that have been published in international journals. One such study is titled "The Moderating Effect of Trust in Management on Consequences of Job Insecurity" by Jiang & Probst (2019). This study found that job insecurity or

Job insecurity is more related to pressure and increased fatigue among workers. Therefore, work performance is affected by the existence of job insecurity. This study shares similarities with the object of study, which discusses workers experiencing job insecurity in a company, but there are also differences in the variables taken, namely trust in management. In addition, this study also uses quantitative and qualitative research approaches and the perspective of coping strategy theory.

Furthermore, another study entitled "A Motivational Perspective on Job Insecurity: Relationships Between Job Insecurity, Intrinsic Motivation, and Performance and Behavioral Outcomes" was written by Shin et al. (2019). This study found that global economic influences gave rise to job insecurity. However, job insecurity did not have a direct effect on workers. Motivation is the key to employee performance outcomes, meaning that if workers have good work motivation, factors such as job insecurity do not become a significant burden. There is a difference between this study and the author's research, as the latter focuses on individual motivation, while the author's study aims to examine workers' responses to uncertain conditions using the coping strategy theory perspective to uncover more in-depth data.

Then, research entitled "Job Insecurity and Mental Health: The Moderating Role of Coping Strategies From a Gender Perspective" by Menéndez-Espina et al. (2019) found that there are differences in coping strategies used by female and male workers in dealing with job insecurity.

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Women are considered to use coping strategies more often than men to control their conditions, especially their mental conditions. The coping strategies applied are social interaction so that they always feel a sense of well-being. This study has strong similarities with the author's study, but there are differences in that the method used is quantitative, while the author's research method is qualitative. In addition, this study is viewed more from a gender perspective, unlike the author's study, which focuses on economic and welfare perspectives.

Another study entitled "Can job insecurity be managed? Evaluating an organizational-level intervention addressing the negative effects of restructuring" was written by Abildgaard et al. (2018). This study found that job insecurity is inevitably experienced by workers, but it is important for companies to be proactive in order to be better prepared to minimize this risk. The researchers also revealed that the causes and effects cannot be predicted, so it is important to anticipate them because they are related to worker welfare. This study is in line with the author's research, but there is a difference in that the object of study is to look at the intensity of job insecurity and try to uncover anticipatory measures for the risk of job insecurity.

Furthermore, research entitled "Does job insecurity hinder innovative work behavior? A threat rigidity perspective" by Van Hootegem et al. (2019) is also in line with the author's research. The researchers found that the existence of job insecurity or

Job threats can hinder employee creativity and innovation, as it has been found that they cause a decline in concentration on the task at hand. Therefore, researchers encourage cognitive processes that provide peace of mind for workers while maintaining quality. This study shares similarities with the author's research, but differences were also identified. The perspective used in this study focuses on the rigidity of threats, thereby examining the conditions of workers while they are at the company. This differs from the author's research, which explores coping strategies employed by workers experiencing job insecurity in their daily lives.

Another study related to the title "A self-consistency motivation analysis of employee reactions to job insecurity: The roles of organization-based self-esteem and proactive personality" from (Lin et al., 2018). This study found that self-esteem became more influential in relation to job insecurity. Thus, what was observed was the ability to control self-esteem and work motivation to prepare for job insecurity. The difference between this study and the previous one lies in the method used, which is quantitative, and the focus of the study, which is on self-esteem as an effort to cope with job insecurity. Thus, this study delves deeper into the psychological aspects.

Furthermore, the study entitled "Exploring the employment determinants of job insecurity in the French working population: Evidence from national survey data" (Niedhammer et al., 2023) is also related to the author's research. The findings indicate that job insecurity occurs among younger workers,

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contract workers, and have low skills. From this, it can be seen that workers must have their own distinguishing characteristics and qualities in order to avoid the risk of job insecurity. This study is in line with the author's research, but the focus of the research is different. This study discusses the factors that cause workers to experience job insecurity. Meanwhile, the author's research looks more at how to deal with job insecurity. In addition, this study uses a qualitative approach.

Another study entitled "The Role of Self-Efficacy and Resilience on Job Insecurity of Contract Employees" was written by Tentama & Rosandy (2019). This study found that self-efficacy has a positive influence when facing job insecurity, especially among contract employees. Self-efficacy can be defined as self-proof or self-quality that every worker must have. This study is in line with the author's research, but the focus of this study is to look at the aspect of self-efficacy as a step to minimize job insecurity or, in other words, to examine the anticipatory measures that workers must take on their first day of work. Another difference lies in the company and the type of employees. This study focuses on contract employees, while the author's research focuses on permanent employees.

Further research related to the title "Job Insecurity Affects Employee Performance with the Mediating Role of Turnover Intention: A Case of Highnoon Pharmaceutical Company Pvt Ltd" from (Hamid & Rauf, 2018). This study found that job insecurity is a trigger of stress for workers.

Workers' stress, and even worse, job insecurity, push workers to terminate their contracts and reduce the quality of their performance. This study differs in that the object of study is linked to job insecurity and the abilities and quality of workers. In addition, the method used is quantitative, whereas the author's study uses a qualitative method and the perspective of coping strategy theory.

## 2.2 Coping Strategy Theory

This study uses the Coping Strategy theory. The basis of this theory is to observe individuals experiencing problems and identify how they handle situations and demands that are stressful, burdensome, and challenging. In addition, coping strategies are responses to specific conditions or problems. According to Lazarus and Folkman, coping is a person's reaction to take action in response to demands that are either individual or environmental in nature (Maryam, 2017).

There are two forms of coping strategies: those that focus on problems and those that focus on emotions. Coping strategies that focus on problems tend to be actions aimed at solving problems as long as they can be controlled and resolved by the individual themselves. Examples include Planful Problem Solving, a reaction accompanied by efforts aimed at changing the situation, then Confrontative coping, which is an individual's reaction to change the situation with the aim of assessing the level of risk that must be taken and tends to violate rules, and finally Seeking social support, which is an individual reaction to seek support from outside oneself.

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Emotion-focused coping strategies are related to actions aimed at changing feelings or emotions. Individuals tend to use these strategies when they feel cornered or unable to change the situation they are facing, so they simply accept the situation. Some examples include Positive reappraisal, which involves creating positive meaning within oneself by engaging in positive activities such as those related to religion, then there is Accepting responsibility, which emphasizes the development of self-awareness to face problems and efforts to put everything in its proper place, then there is Self Controlling, which focuses on acting in accordance with existing rules or norms, then Distancing, which is keeping a distance so as not to be trapped in problems, then Escape avoidance is the process of avoiding the problems being faced (Maryam, 2017). Of the many types of coping strategies, it is important to return to the problem being faced and how individuals can overcome it.

In this regard, the issue of job insecurity cannot be considered a minor problem, as it has a significant impact. For example, it affects psychological well-being. According to (Saputri et al., 2020), workers experience significant stress. Additionally, (Audina & Kusmayadi, 2022) mention that job insecurity has an impact on an individual's decision to move or leave the company, with this tendency increasing over time. Based on this,

therefore, job insecurity is a problem that has emerged in this modern era and concerns the welfare and security of workers.

In addition, both permanent and contract workers can experience this. In (Dian Kinanti et al., 2020), it is mentioned that contract workers who experience job insecurity force themselves to be assessed as competent workers in order to keep their jobs. They are forced to do things that are not part of their job description. Researchers also found workers repairing broken machines, even though their job description only involved operating them, with specialized mechanics assigned to handle repairs. For contract workers, this is done to receive better evaluations from their superiors. On the other hand, permanent and professional workers do the opposite; they work according to their respective job descriptions.

However, even permanent employees are not immune to the effects of job insecurity. This is the case at CV. Manna Sejahtera, where employees are not laid off or fired, but only go to work when they receive a call. Initial observations by researchers found that the affected community is confused about their own situation. In fact, some even stated that they are quite stressed by their circumstances. In this context, it is crucial for each individual to be able to escape this situation and achieve the well-being or dignity they deserve.

Therefore, the use of coping strategy theory aims to reveal the methods used by workers

CV. Manna Sejahtera is experiencing job insecurity. The purpose is to find out how they deal with this problem, which has been going on since Covid-19 until now. The social and personal welfare of workers is at stake, considering that most of the workers are women and have families.

### 2.3 Capital Theory

The theory of capital developed by Bourdieu is closely related to the concept of capital presented by Marx, thus relating to aspects of economic control. Bourdieu continues to consider it an important aspect, despite receiving much criticism that has undermined the theory of capital itself. However, Bourdieu provides a more detailed explanation of economic capital, which refers to something that can be exchanged and patented as an individual's property (Krisdinanto, 2014). Based on this, it can be understood that economic capital is considered a foundational aspect that can be transformed into other forms of capital. Additionally, Bourdieu mentions several other theories of capital, namely symbolic, cultural, and social capital. Each of these has distinct forms.

Symbolic capital takes the form of prestige, honor, and recognition derived from knowledge (connaissance) and recognition (reconnaissance) (Krisdinanto, 2014). This capital is related to symbolic power, so it is obtained from efforts or actions taken. It can take the form of physical or non-physical facilities. On the other hand, social capital is closely tied to the nature of relationships and networks that can

becoming a resource for social reproduction. Simply put, social capital is a relationship formed with those in power. (Syahra, 2003) explains that social capital is the totality of actual or potential resources based on mutual acquaintance and knowledge. Thus, the quantity of social capital is highly dependent on the quality of the relationships built. Cultural capital, on the other hand, is more information-based, involving knowledge and things that are legitimized. Cultural capital also has several dimensions, ranging from objective knowledge related to culture, tastes, and preferences, to formal qualifications such as degrees and other skills (Jacky, 2015). These three types of capital are closely interrelated.

However, all of this capital is not directly owned by individuals, and may even be evenly distributed. But there is a struggle to obtain this capital. This shows that economic capital is not a direct implication of cultural or symbolic capital. Each type of capital also has its own power and domain. Therefore, it is closely related to habitus, or something that has become an individual's habit.

The case of job insecurity is related to capital ownership of each individual. As in the initial findings, the researchers showed that workers have different characteristics, including capital ownership. The researchers found workers in the lower-middle and upper-middle economic categories. The researchers took both categories to determine the coping strategies used by each worker.

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with these differences in economic conditions. In addition, the subjects have different characteristics in terms of other types of capital, such as social, cultural, and symbolic capital. This is because job insecurity affects all workers.

This case can also generally affect workers in various aspects, such as physical, financial, or mental. Then, by looking at capital, it is hoped that it can be a form of initial assistance for every worker. It can be seen that every form of capital presented by Bourdieu has a strong relationship, so it is important to look at the resources or capital owned by workers. As this study employs coping strategy theory, which examines the ways or actions individuals take to address problems, it is also possible to analyze the capital they possess. This analysis is based on the initial assumption that each individual has different ways of addressing problems and also possesses different types of capital.

Initial observations by researchers found that each worker had close relationships and knew each other well, which is an initial capital that indicates that workers already have social capital. However, it is important to explore further to identify other forms of capital possessed by workers, given their different circumstances. Therefore, capital theory can be used in this study to reveal the capital used by workers in overcoming job insecurity.

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## CHAPTER III

### RESEARCH METHODS

#### 3.1 Nature of Research

This study uses a qualitative method. This approach can be understood as research that does not use quantification or measurement in the process of collecting data. This can be referred to as research where data is presented descriptively or through words and sentences. In addition, this study places the researcher as the key instrument. Qualitative research also emphasizes a process, so this study analyzes data inductively (Rukajat, 2018). Based on this, it can be concluded that qualitative research is more focused on presenting the results of the analysis conducted by the researcher in the form of words or sentences.

This study uses the perspective of Lazarus and Folkman's Coping Strategy theory. This theory focuses on dividing coping strategies into two types, namely those that focus on problems and emotions (Maryam, 2017). The use of this theory is based on a research plan that reveals the coping strategies of workers experiencing job insecurity, thus requiring a theoretical perspective that can explain the difficult or unsafe conditions and reveal how workers can overcome these problems. When viewed from the perspective of someone experiencing job insecurity, this condition causes them to become depressed. Therefore, this theory is considered appropriate for explaining this case.

In addition, this study uses Pierre Bourdieu's theory of capital. Considering the way of overcoming

issues related to exiting a problem are important to consider the capital possessed, such as economic, social, symbolic, and cultural capital of each research subject. Based on this, it can be concluded that to obtain more in-depth results and analysis, it is important to use this capital theory perspective, as fundamentally, no action or method undertaken by an individual facing a problem is carried out without being based on the capital they possess, whether through their own efforts or obtained directly. However, what is most important to understand is that, indirectly, capital plays a significant role in an individual's actions to exit an existing problem.

### 3.2 Research Location and Time

#### 3.2.1 Research Location

Winong Village is surrounded by large companies such as PT Charoen Phokphand Farm, PT Esjamat, PT Daimatu Industri Indonesia, PT Sinar Pangan Sejahtera, PT Inkasa Jaya Alumunium (Inkalum), PT MultiplasIndo Makmur, and other companies. However, based on the researcher's initial observations, it was found that there are companies facing issues that are affecting their workers. This is the case with CV. Manna Sejahtera, a subsidiary of PT. Halim Jaya Sakti (Ando Footwear).

Based on initial observations, the researcher found that the number of workers in the company was approximately 100 people, and the majority of workers were women or mothers from the hamlet of Dliring in Winong village.

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## CHAPTER 3 RESEARCH METHOD

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Table 3.1 Population by Age

Nama Desa	Jumlah Penduduk Berdasarkan Umur													Jumlah		
	Kelompok Umur															
Winong	00-04	05-09	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	>75
	474	569	631	563	620	620	565	587	650	642	638	433	311	168	106	100

Source: Population and Civil Registration Data of Pasuruan Regency 2022 (Pasuruan Regency Government, 2022)

Approximately 100 people experienced job insecurity in one of the companies in Winong village, which is a significant number compared to the total workforce. The working population in Winong village based on age is around 3,684 people aged 20-49 years. This number is almost half of the total population of Winong village.

In addition, initial observations by researchers also found that the population of Dliring hamlet was approximately 1,200, making it one of the hamlets with the largest population, so that the working age of the community was quite high. Therefore, out of 100 people who experienced job insecurity, the rate was quite high and had an impact on the working-age community in Dliring hamlet. The issue is that the workers are not being laid off, but they are experiencing job insecurity or uncertainty. Their work cycle is highly irregular. Additionally, based on initial observations, researchers found that workers only work 1 or 2 days per week. Currently, workers have been laid off until May 2024 and are waiting for phone calls or working only 3 days a week for work

Therefore, researchers are interested in raising this issue and chose a company in Winong village, CV. Manna Sejahtera, as the location for their research.

### 3.2.2 Research Time

This research has been conducted starting from initial observation of the phenomenon raised to support this research. The next stage of this research was carried out as shown in the following research implementation schedule table.

Tabel 3.2 Research Period

No	Kegiatan	2023			2024						
		Ags	Sept	Des	Apr	Mei	Jun	Juli	Ags	Sept	Okt
	Penyusunan Proposal										
	Penyelesaian Proposal										
	Seminar Proposal										
	Persiapan Pengambilan data										
	Pengambilan data										
	Penyusunan Skripsi										
	Penyelesaian Skripsi										

Source: researcher-processed data

### 3.3 Research Subject

This study was conducted on workers at a company located in Winong Village, namely CV. Manna Sejahtera, which is a subsidiary of PT. Halim Jaya Sakti (Ando Footwear). Therefore, the research subjects were female workers or employees of the company who are residents of Winong Village, especially those who experience job insecurity. The technique used to select informants was purposive sampling. teknik pengambilan informan adalah *purposive sampling*.

The purposive sampling technique is a sampling strategy that involves grouping informants based on predetermined criteria. In addition, this technique emphasizes the suitability of the research questions, so that they are relevant to the characteristics of the informants (Mack et al., 2005). Therefore, the researcher established criteria for informants in this study as female workers with more than 10 years of work experience and experience in various positions within the company. This assumption is based on the premise that employees with these characteristics are likely to have extensive social networks and greater knowledge of the workplace than other employees. Based on this, the researcher concluded that this technique for determining subjects is appropriate for answering the research question.

Informants in this study were sought based on predetermined characteristics or criteria. In relation to this, the sample size was purposive, meaning that it could be determined according to the resources, time, and objectives of the study (Mack et al., 2005). However, this technique also has a theoretical saturation point, at which point the collection of informants is stopped if no additional data is found.

So, researchers first go to the field to collect samples as informants according to the specified characteristics. Researchers stop when the data collected is saturated or does not provide diverse and different information from previous informants. This is related to the results written down and continued to the next stage, which is data analysis, because the more sensitive informants are to the issues raised, the more knowledge and data obtained will be accurate (Lenaini, 2021).

This study took 10 research subjects who met the predetermined criteria. The details related to the research subjects are as follows.

Table 3.3 Research Subject

No	Nama Subjek	Karakteristik
1	Ibu Sriamah (42 Tahun)	Bagian Sablon
2	Ibu Rianteng (50 Tahun)	Bagian Bor
3	Ibu Sri Muji Astutik (42 Tahun)	Bagian Gudang
4	Ibu Ruhaidah (40 Tahun)	Staff Pengawas dan QC
5	Ibu Hanifah (39 Tahun)	Bagian Packing
6	Eni Kustini (51 Tahun)	Bagian Bor
7	Lailatul Istiqomah (36 Tahun)	Bagian Sablon
8	Indayati (52 Tahun)	Bagian Packing
9	Suliati (43 Tahun)	Bagian Sablon
10	Sri Widayati (50 Tahun)	Staff Pengawas

Source: Researcher's Processed Data

Subjects were selected from various parts or positions to provide data variation. In addition, researchers selected these subjects based on the results of observations that

indicating that some are married and some are widowed. This was done to provide different perspectives on the coping strategies used. As is well known, widows can take on the dual role of breadwinner for their families. In addition, the researchers found that some married women work at the same company as their husbands, which provides more varied responses to the issues raised.ariatif dalam menjawab rumusan masalah yang diangkat.

In addition, the determination of the research subjects was assisted by security staff who provided initial data related to the workers, followed by discussions with the head of Dliring hamlet. During the initial data collection, several names were mentioned and discussed, with an interesting characteristic being that the workers were widows. The security staff even mentioned that they felt sorry for the workers' conditions. The researchers then tried to explore the data further by visiting the company supervisors. The researcher obtained extensive information about the workers at the company. After that, the researcher sorted the data according to the characteristics of the research subjects. Therefore, the subjects selected have diverse backgrounds, and the data recorded varies and is in-depth, reflecting various conditions.

Subject selection was also based on differences in position, as described in the subject selection technique for workers who had experienced various positions. This was in line with the results of an in-depth study of the characteristics of the subjects conducted by company supervisors. It was found that each department had

different amounts and different workloads, so the researchers decided to select at least two workers from each department at CV. X.

### 3.4 Data Collection Techniques

Data collection techniques are an important stage for researchers in the process of exploring data. Researchers use three techniques, namely interviews, observation, and analysis.

#### 1) Interview

An interview is a method of collecting data by asking questions to informants and then compiling their answers into a written report. In this study, the researcher conducted in-depth interviews with informants who are workers experiencing job insecurity in Dliring hamlet, Winong village. With this approach, the researcher can explore information in depth from people who experience problems directly. Structured interview techniques were used in this study, with the aim of exploring the data obtained in greater depth to answer the research questions.

Interviews were conducted with subjects determined by the researcher based on the purposive technique. Several topics guided the researcher, including the identification of the subjects' socioeconomic conditions, the conditions of workers before and during job insecurity, the forms of efforts or actions taken to deal with the problem, and how the research subjects adapted to job insecurity.

This topic was determined and adjusted to answer the research questions and objectives. The relevance of this topic is important in identifying and analyzing cases of female workers experiencing job insecurity.

The interview process was conducted with each subject who had been mapped. In the initial research, interviews were conducted with security officers who were members of the Winong village council. This was done while the researcher was interning at the village office. Then, data deepening was conducted with research subjects selected by the researcher based on specific characteristics. During the interviews, there were no difficulties, and all subjects were willing to participate. This was made possible with the assistance of the village government, Mr. Buyadi as the security staff, and Mrs. Ida as the supervisor at the company.

## 2) Observation

This observation was conducted in the surrounding environment, more precisely at CV. Manna Sejahtera and workers from Dliring Hamlet, Winong Village, Gempol Subdistrict, Pasuruan Regency. The researchers conducted observations to collect pre-research data during their internship at the Winong Village Office. It was found that several community members visited the hamlet head and the government office to explain their socio-economic conditions, which were experiencing job insecurity. The researcher also conducted ongoing observations to further explore the information and data of workers facing issues.

The observations made by the researcher were non-participatory and conducted during data collection. This was done to provide data relevant to the study. Several aspects related to the subjects' conditions can be clarified through observation. Furthermore, researchers can also provide additional data in their findings. Additionally, observation can validate data obtained from interviews. Thus, observation supports the data found in the study.

### 3.5 Data Analysis Techniques

Emzir (2018) explains that data analysis techniques can include searching and organizing the results of interview transcripts, field notes, and other materials to be written into data presentations. Based on this, data analysis techniques are an important process for presenting results that answer the research questions. The data analysis techniques used in this study are based on Bogdan and Biklen. The process begins with the researcher collecting data first. After the data is collected, the next step is to develop coding categories (Emzir, 2018). In this process, the researcher performs coding based on findings in the field. Coding is done by defining what and what type of findings were discovered, the type of data that can be sorted, the time context in which the findings were discovered, and selecting the most appropriate code.

## CHAPTER IV

### LOCATION DESCRIPTION

#### 4.1 Geographical Conditions

Winong Village is one of the villages in the Gempol District of Pasuruan Regency, covering an area of approximately 299.4 hectares. As of the end of 2020, the population stood at 7,880 people, with a population density exceeding 2,000 people per square kilometer. The village is located approximately 3 kilometers from the sub-district center, 20 kilometers from the regency capital, and 40 kilometers from the provincial capital, with adequate provincial and regency roads available.

Administratively, Winong Village consists of 7 hamlets, 13 neighborhood associations (RW) and 46 neighborhood units (RT), bordering:

North	:	Legok Village, Gempol District
East	:	Gunung Gangsir Village, Beji District
South	:	Karang Rejo Village, Gempol District
West	:	Kejapanan Village, Gempol District

Winong Village is strategically located in a green belt area. The general natural conditions consist of rice fields (approximately 86.4 hectares) and only a small portion of industrial areas. Most of the agricultural land is equipped with technical irrigation systems, making Winong Village a highly productive agricultural area with significant crop yields. Additionally, its proximity to Beji District, an industrial area, means that while agriculture remains the mainstay, a significant portion of the population, particularly the younger generation, is engaged in the industrial sector (as private-sector workers). As a result, the overall socio-economic condition of the community is middle-class.

Geographically, Winong Village has an area of 299.4 hectares, consisting of:

Table 4.1 Details of the Area of Winong Village

a. Tanah Sawah	: 86,4 Ha
b. Tanah Tegal	: -
c. Tanah Pekarangan/Perkampungan	: 184,6 Ha
d. Lain-lain (Hutan, Sungai, Kuburan, Jalan)	: 28,5 Ha

Source: Official Document of Winong Village

## 4.2 Demographic Conditions

The population of Winong Village at the end of 2020 was 7,880 people, consisting of 3,812 males and 4,068 females. The population by age group is as follows.

Table 4.2 Population by Age

NO	USIA (TAHUN)	JUMLAH PENDUDUK
1	0 - 5	525
2	6 - 10	920
3	11 - 18	902
4	19 - 24	1.306
5	25 - 55	2.070
6	56 - 79	1.902
7	80 Tahun keatas	255
<b>Jumlah</b>		<b>7.880</b>

Source: Official Document of Winong Village

Based on the table above, it can be seen that the working age population is quite high. Those included in the working age group are 15 years old and above (BPS, 2024).

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## CHAPTER 4 LOCATION DESCRIPTION

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The number of workers registered in Winong village is 6,985 people with various types of jobs or livelihoods. The following is complete data on the livelihoods of the people of Winong village.

Table 4.3 Population by Occupation

NO	MATA PENCAHARIAN	JUMLAH JIWA
1	Petani Pemilik	127
2	Petani Penggarap	176
3	Buruh Tani	1.915
4	Karyawan/Buruh Pabrik	3.110
5	Pedagang	274
6	PNS/Pensiunan	48
7	Pengemudi (Mobil/Becak/Ojek)	130
8	Tukang/Kuli Bangunan	87
9	TNI/POLRI/Pensiunan	49
10	Wiraswasta	349
11	Pengangguran	720
<b>JUMLAH</b>		<b>6.985</b>

Source: Official Document of Winong Village

The table above shows that the average livelihood of the community is as employees or factory workers. Based on the researcher's observations, the village of Winong is surrounded by many large companies such as PT. Charoen Phokphand Farm, PT. Esjamat, PT. Inkasa Jaya Alumunium (Inkalum), and other companies. Most of these companies have absorbed workers from the Winong village community. Additionally, the tendency of the population's livelihood is influenced by educational factors, with many residents being high school graduates. The following table shows the population distribution based on educational levels.

Table 4.4 Population by Education

NO	PENDIDIKAN	JUMLAH JIWA
1	SD/MI yang sederajad	2.580
2	SLTP/MTs yang sederajat	1.873
3	SLTA/MA yang sederajat	2.520
4	Akademi/D1/D2/D3	78
5	PT/S1/S2/S3	230
<b>JUMLAH</b>		<b>7.281</b>

Source: Official Document of Winong Village

The current reality shows how difficult it is to find a job with only a high school diploma, so people will take any job available, which tends to be as a laborer. This has also shaped the mindset of the community that the important thing is to work, without considering other things such as social class advancement.

#### 4.3 Economic Conditions

The economic activities of Winong Village have been dominated by agriculture and industry. However, despite the rapid growth of agriculture in the village, it has not yet yielded optimal results. This is primarily due to the limited knowledge of farmers and insufficient financial support. As a result, the income of the community is insufficient to meet their basic needs, as the prices of goods are not commensurate with their earnings. Additionally, there is a lack of vocational skills, low wages for laborers, and the high cost of essential goods. This situation is not unique to Winong Village but is also prevalent in other areas with similar conditions.

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## CHAPTER 4 LOCATION DESCRIPTION

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In general, the potential and economic conditions of the village can be described with the following data:

- a. Village Domestic Products, consisting of:
  - Rice Production
  - Green Bean Production
  - Soybean Production
- b. Village Specialty Products, including:
  - "Botte" Taro Chips
  - Various Catfish Products
  - Catfish Farming

Industry is the primary choice for the people of Winong village, a location that is very advantageous because it is surrounded by large companies, leading the community to choose to become factory workers or laborers. This also motivates the community to meet their needs and take advantage of opportunities to obtain jobs close to home. In addition, there are many other benefits that the community can enjoy from being surrounded by companies, namely rapid economic growth. The community has taken advantage of this opportunity. Most working-age residents near the companies are given the opportunity to apply for jobs. According to the researcher's observations, many residents have been hired by these companies, making it easier for them to access employment and improve the quality of life in the village of Winong.

In addition, people choose industry as a livelihood because of the perceived certainty of wages. This is in contrast to agriculture, where the weather is unpredictable.

This sometimes leads to crop failure and low prices for crops. However, the land in Winong village is quite extensive and is often converted for other uses, such as a place to dry sugar cane. In addition, the large number of immigrants from other areas has led to a decline in rice fields, which is another problem in Winong village.

#### 4.4 Potential Resources

##### 4.3.1 Potential Natural Resource

1. Agricultural land that can still be made more productive because it is currently not being optimally utilized. Therefore, this year, the farming community will be empowered to aggressively increase productivity as much as possible.
2. The fertile yard is currently well managed and maximized.
3. The village of WINONG is located along the alternative route between Surabaya and Malang, as well as Pasuruan and Mojokerto, during periods of traffic congestion to facilitate access for both industrial and commercial businesses.
4. WINONG Village is mostly made up of people who work in agriculture and factories.
5. The WINONG village area is ideal for developing agriculture and businesses because the soil is fertile and it is close to the Gempol Surabaya and Gempol Pasuruan toll roads, as well as Gempol Pandaan, which facilitates transportation.

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## CHAPTER 4 LOCATION DESCRIPTION

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6. Animal husbandry is a side business for the residents of WINONG, as can be seen from the number of families who raise livestock as a side business.

### 4.3.2 Human Resources

1. There are approximately 230 university graduates.
2. The large number of women of productive age as productive workers can boost the potential of home industries.
3. Farming skills passed down from parents to children since ancient times.
4. A conducive relationship between the Village Head, Village Officials, and the community.
5. The availability of sufficient health cadres, especially in health posts located in every hamlet.
6. The existence of institutions at the village or hamlet level, such as: BPD (Village Consultative Council), LPMD (Village Community Empowerment Agency), PKK Desa (Village Women's Empowerment Agency), Posyandu (Integrated Health Service Post), Kelompok Tani (Farmers' Group), P3A (Women's Empowerment Program), PokGiat-LPMD (LPMD Activity Group), Koperasi wanita desa WINONG (WINONG Women's Cooperative), Karang Taruna (Youth Organization).

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## CHAPTER V

### DATA FINDINGS

#### 5.1 Description of Research Subject

The subjects in this study were female workers experiencing job insecurity at a company located in Dliring Hamlet, Winong Village. The subjects were determined using purposive sampling, so the criteria or categories were determined in accordance with the research objectives. The researcher used in-depth interviews to obtain data in the form of verbal responses directly from the informants. In addition, the researcher also used observation to collect initial and supporting data from informants that was non-verbal, such as the subjects' habits and daily activities.

The researcher used a structured interview guide based on the research questions. The aim was to obtain answers that were relevant to the research questions and objectives. The questions in the interview guidelines were focused on finding out the social and economic conditions of the informants and their coping strategies or efforts in dealing with job insecurity. Based on the findings, the researcher obtained 10 subjects who met the criteria for this study. After collecting the data, the researcher felt that the number of subjects was sufficient to answer the problem formulation proposed in the research proposal.

The research subjects made an important contribution to this study. Therefore, the following is a general description of the research subjects based on the findings obtained in accordance with the criteria.

**A. Mrs Sriamah (42 y.o)**

Mrs. Sriamah is a female worker who is currently experiencing job insecurity. She is a mother of one child who is currently attending high school. She is the breadwinner of the family, having been a widow for approximately five years. As such, she plays a dual role. In addition, she is well known by the community for being very sociable. At CV X, she is a regular employee working in the drilling department, which is one of the more demanding positions due to the high daily targets.

Currently, Mrs. Sriamah relies heavily on her income as a laborer. This includes factory work as her primary job, as well as farm work and domestic work. This is due to her circumstances, as she still has children in high school. Her monthly expenses amount to Rp 1,000,000–1,500,000, covering daily necessities, food, pocket money, and other expenses. This amount of expenses aligns with his income while working as a factory worker. This is because, from his fixed income while working at CV. X, she could earn Rp 1,500,000 per month, and even more if there were additional work or overtime.

Therefore, it can be seen that his income is only sufficient, even considered very modest, to meet his needs for one month.

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## CHAPTER 5 DATA FINDINGS

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Mrs. Sri also participates in a weekly savings program organized by an individual with a minimum deposit of Rp 20,000. Her hope is to be able to save money and borrow from the savings account. The system used is as follows: participants save money, and each participant must borrow at least twice a year. This allows the interest earned to be calculated. If a participant does not borrow, they are not allowed to participate in this savings program. Mrs. Sri's hopes are as stated below.

“...The savings system is quite restrictive because you have to borrow money, even though it is a form of savings. However, I don't mind, because I might need the money at some point and will probably borrow again. I also said that I would repay the loan according to my income, and the person in charge of the savings agreed, so there is no pressure.”

Based on this, it can be seen that one of the hopes for continuing to meet daily needs is to save money and take on debt. Actually, he does not want to take on debt, because it is difficult to think about how to pay it back, especially since there is no steady income.

Another hope for assistance is educational aid, specifically the KIP program. His child, who is attending a private high school, has been selected to receive government assistance. As stated by him below.

“If you're from the village, you don't get any assistance at all, but if you're from school, you can get KIP. However, I don't know how much yet because I just heard that I'll receive KIP assistance, and I haven't processed it at the bank yet. I hope it can help with my child's education.”

Although she does not yet know the amount she will receive, this assistance is a source of hope that it will ease the burden on her family, especially during these difficult times.

The hardship faced by Mrs. Sri has also affected her daily consumption patterns, both in terms of food and other daily necessities. She tends to consume less, as indicated in the following statement.

“Now we are more economical because our income is uncertain, so we have to cut back on everything. We have reduced many things, but the important thing is that we have enough to eat, even if it is just salt and side dishes. What else can we do because we have nothing else to use?”

From this statement, it is also said that all needs were indeed reduced as much as possible and that there were times when they only ate rice without any side dishes, using only salt. It was also added that they do not buy a lot of rice at the moment because there was a time when they could not afford to eat. This is in accordance with the following statement.

“At that time, my rice had so many insects that it was inedible, so I bought some cheap rice,

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## CHAPTER 5 DATA FINDINGS

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I want to be able to continue eating rice, but I can't."

Furthermore, Mrs. Sri received rice aid from a "kind person," who is the owner of a company in one of the village areas. She receives 5 kg of rice almost every month. The rice is distributed on Friday evenings through a representative from each hamlet. This aid is very meaningful to Mrs. Sri because she can use it to feed her children during difficult economic times and when her work is uncertain.

Mrs. Sriamah works as an employee at CV. X. She has been working there for nearly 10 years in the same department, which is screen printing. Before working there, Mrs. Sri found the job opening through her own job search and applied, making her a permanent employee of CV. X. The salary she receives is considered quite substantial when work is running smoothly, with a monthly income ranging from Rp 1,500,000 or even more depending on the workload.

However, the company's conditions have changed in the past year, with frequent layoffs affecting all employees. This is in line with Mrs. Sri's statement below.

"All workers are affected. If there is work, they work, but if there is no work, then no one works. The current situation is very dire,

Because we only worked two days in two months, as the work schedule is unpredictable. At least one month only has two working days. Currently, we still don't know when we will start working again, as there is no further information. However, there is a plan to start on the 20th of this month, but this is only a plan and has not been confirmed yet. All employees are still unsure when they will start working again. The important thing is that if there are notifications (phone notifications from the company), it means work has come in. So, the employees affected are roughly 100 people, as this is a home-based factory."

According to this statement, it can be seen that the company was unable to produce because there were no orders and no materials arriving. Until August, it was unable to operate normally. Researchers found that the problem was often due to holidays or uncertainty. Other conditions were fine, such as the wage payment process and the amount of wages received. Mrs. Sri did not know the exact cause, as stated below.

"Actually, I don't know the exact cause, but the main problem is the materials. If there are no materials, then nothing works."

This problem will certainly have an impact on other aspects of life, especially in meeting daily needs. Even though they are called permanent workers, if conditions are like this, then they are not really permanent workers.

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## CHAPTER 5 DATA FINDINGS

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As stated by Mrs. Sri below.

"So, even permanent workers are not really permanent. If the work is steady, they get a good salary, but during holidays like this, what can they do? If things go smoothly, they can earn over Rp 1,500,000 per month, working full-time for a week. But if things don't go smoothly, they only get Rp 100,000-250,000 per month, and that's if they work three days a week."

The statement above indicates that after the changes, workers only receive a salary of Rp 100,000-250,000 per month. This situation is certainly very difficult for workers, as daily needs are higher. In fact, Mrs. Sri was unable to express her feelings, only able to say "nelongso" (heartbroken) until she took another job as a farm laborer in order to continue earning an income and meet her daily needs. On the other hand, this was because she was also the breadwinner of her family.

The company actually offered other jobs within the company that could be taken home. This is in accordance with Mrs. Sri's response below.

"Actually, there is, but I don't take it myself. There is a part that is stapled, and someone else does the stapling. Like (his coworker), he takes the work home. If he takes it home, it's a piecework system. So, the work is printing the brand name. There are also hand tags, which are punched like this.

The payment is very cheap, only Rp 10. So, if you take 1,000 pairs, just calculate it yourself. I'm not taking this either because it's not my part, so everyone takes their respective parts. So, there are already collectors in charge, for example, 10 collectors, so they handle those 10 people. If I want to take some, I have to tell the warehouse manager first. However, I have no intention of taking any."

This offer is indeed quite limited and there are already collectors ready to take on the work. In addition, it is only intended for certain parts. The most important thing is that the salary offered for this job is far from decent. It is only Rp 1, and usually involves working on 1,000 pairs. This means that in a day, workers only earn Rp 10,000. Under these circumstances, Mrs. Sri has not taken any action or made any demands that could harm the company. Instead, she has chosen to wait and see how the situation unfolds. As stated in the following statement.

"There are no protests or resistance. Perhaps everyone is just waiting and accepting the situation as it is. If we are given work, we do it. All departments are the same—there's no resistance, so everyone does the same: if materials arrive, we work; if not, we stay home. Usually, if there's no news for a long time, we try to find other opportunities to maintain an income, like working to roast corn. That's typically chosen, so we don't go to other companies because that's not allowed.

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## CHAPTER 5 DATA FINDINGS

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So, look for a job that isn't too demanding, as long as you can still earn money."

What Mrs. Sri does is simply accept and look for other side jobs to maintain her income, so that she can meet her daily needs.

Another finding of the researchers is that Mrs. Sri has no plans to leave CV. X; instead, she simply accepts her situation and waits. According to Mrs. Sri, this is because she is no longer young, so she does not want to leave, plus the difficulty of finding job openings, and the many requirements set by companies that she cannot meet, so she continues to wait for work to come and work. She also stated that she accepts this situation as it is and continues to seek part-time work outside that does not require special qualifications, such as farm labor or domestic work. In fact, the researcher also asked about her hopes, and she only requested that the company operate normally again so that her work would continue as before.

Mrs. Sri immediately accepted these working conditions, even though there was no discussion or agreement at the beginning regarding the uncertain nature of the work. Thus, it can be concluded that the company did not anticipate this risk. This is in line with Mrs. Sri's statement below.

“There has been no discussion regarding such issues because there have never been any problems in the past. Everything has been running normally and smoothly.”

On the other hand, from the results of the researcher's observations, it was found that CV X is a home-based company with 100 employees who are individually owned and work on a service basis for the main company. This is the first time such a problem has occurred in this company since its establishment. Therefore, in line with Mrs. Sri's statement that everything was normal from the beginning and that she had never experienced such a serious problem with the company.

Mrs. Sri became an employee because she had to be the breadwinner of her family, so she felt she had to be able to meet her family's daily needs. Being accepted at CV X gave her a sense of enthusiasm for life with her child, as she felt she could meet their needs. Considering that her child is currently still in high school, Mrs. Sri wants to continue working to prepare for her child's future. From this, it is clear that being an employee of this company is the main source of income for her family.

However, with the current work conditions, which have changed to frequent days off, causing her to no longer receive her regular wages, Mrs. Sri feels confused.

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## CHAPTER 5 DATA FINDINGS

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Ms. Sri expressed her deep sympathy, as stated in the following statement.

“Nelongso...being penniless is very nelongso. There is no other feeling but nelongso, dizzy to the point of becoming a farm laborer. Take any job, even closing bottles, after returning from the fields. So, at night, after returning from the fields, I immediately take other jobs to make ends meet.”

Based on this, Mrs. Sri had to struggle between her feelings and physical condition in order to continue earning money to meet her needs by looking for side jobs. She took on three side jobs, namely farm laborer, domestic worker, and other home-based jobs. Her exhaustion and suffering were very apparent.

Despite the overwhelming pressure she feels, Mrs. Sri refuses to give up on her circumstances. As she stated in her own words:

“For now, I am actually more actively looking for work. If I don't do this, how else can I support my child who is in school? I am willing to do any job, even if it is menial work. I will take any job that I can do and that is suitable for me.

This statement shows that having children who are still in school is a big responsibility and a source of motivation for Sri to find work.

This is also influenced by her family circumstances; she has been a widow for a long time, so she must be able to earn her own income to meet her own needs and those of her child.

The researcher also found that if there were job vacancies that could still accept her, she would definitely take them, but she is also aware that with her age, it is very difficult to find companies that are willing to hire her. Mrs. Sri quickly accepted these working conditions, as stated in the following statement.

*“I accepted it immediately. I have been accepting this situation for a long time because there is nothing I can do about it.”*

Based on this statement, there is an interesting point, namely the inability to do anything about the company's working conditions. When viewed objectively, it is clear that he is just an ordinary employee who can only accept the company's uncertain conditions. There is a noticeable sense of disappointment, but she tries not to show it so as not to dampen his child's motivation to achieve their aspirations. She also adds that she is willing to do anything as long as it allows him to provide for his family's basic needs, demonstrating a strong determination and desire to give his child a decent life.

Given the uncertain nature of his employment, she ultimately decided to seek work elsewhere, such as becoming a farm laborer.

In a day, he can earn between Rp 60,000 and Rp 80,000, depending on the landowner he works for. This is in line with his statement below.

“Now I’ve added green bean picking to my list of jobs. At first, I mustered up the courage to ask the landowner if they needed any extra help. If they did, I was ready to go straight to the fields. I don’t just work with one person, but with several others. So, once we finish harvesting one field, I ask other landowners if they need help, and if they do, I’ll take the job. The important thing is that I can keep earning money, and I don’t feel ashamed to take this kind of work.”

Through this statement, it is clear that Mrs. Sri desperately needs a job to earn a wage to meet her daily needs, and is willing to work in the rice fields without feeling ashamed. However, she also explains the enormous challenges she faces. As she states below.

“At first, I was very weak because the weather was extremely hot. I almost fainted at that time. Then, I asked permission from the landowner to only work for half a day, and I was willing to be paid whatever amount.”

From taking on other jobs to becoming a laborer, it turns out that it is still not enough to meet daily needs.

She also took on other jobs as a domestic worker, such as cleaning houses, shopping for people, and doing other household chores. Although she earned very little, around Rp 10,000-30,000, she believed that as long as her children were still in school, she would always have enough to live on.

On the other hand, in her own efforts to cope, Mrs. Sri tried to accept the situation by simply waiting, as can be seen below.

“So, for those who have been accepted, just accept it as it is, the important thing is to keep trying. And wait for further developments from the company. If they contact me, I'll go to work, if not, I'll just go to the fields or stay at home.”

Based on this statement, the resignation highlighted does not make her remain silent. The pressure of still having children in school motivates her to engage in other activities or work that can generate income.

The researcher also found that Mrs. Sri has not received any job offers from any company to date, and she has not actively sought them, as she is aware that she no longer meets the criteria set by companies, particularly due to her age, which exceeds the age limit specified by most companies. This acknowledgment indicates that Mrs. Sri can only wait for news from CV X. Additionally, the choice made is to remain with the company rather than leave it.

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Instead, she looked for side jobs that did not require any special qualifications and would accept her even though she was still employed at the company.

Mrs. Sri also tried to borrow money from family members or from her savings account. She currently has a flexible savings account that can be used to borrow money. She does this to meet sudden needs or needs that must be met immediately, such as paying for her children's school fees. Findings from the researcher's observations indicate that Ibu Sri's child attends a private high school, so as is commonly known, there are fees for school activities, including during exams.

In terms of efforts to manage Ibu Sri's emotional state, this is typically related to her relationship with her child, as indicated in the following statement.

*"I usually confide in my child because I have no one else to talk to. So, I tell my child all my complaints, such as how sad I am because I don't have any money."*

Based on this, all of her feelings were conveyed to her child, who actually did not want her to be in this uncertain situation. She also said that all she could do now was be patient and say, "What else can I do?" This statement shows Mrs. Sri's resignation to her current work situation at the company.

Therefore, she accepted this condition because she could not fight against the company.

### **B. Mrs Rianteng (50 y.o)**

Mrs. Rianteng is a woman who is experiencing job insecurity at CV X. She is a senior employee at the company. Although she is 50 years old, she is still highly motivated to work because she is a widow. She previously had a husband, but he fell ill and was unable to work, so she took over his role to support her family, which included two children who were still in school at the time. However, they have now all graduated from school.

She is well-known in her neighborhood due to her expertise in various fields. Mrs. Rianteng only earns income from her job at CV X. She does not have any side businesses or jobs. Currently, she does not have any children in school, as they are all working. However, her second child's contract has just ended and is currently looking for a job. Despite this, Mrs. Rianteng does not rely on her children to meet her daily needs and wishes to continue working independently. Her monthly expenses are unpredictable but average below Rp 1,000,000. As stated in her own words:

"Monthly expenses are uncertain, still around Rp 1,000,000. Usually, my children help me with Rp 500,000, which is enough to buy rice, sugar, and other necessities.

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## CHAPTER 5 DATA FINDINGS

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The most you'll have left is Rp 100,000. That's what they gave you, so that's what you have to use. That's a lot."

Based on this statement, daily needs are still supported by children who are already working, thereby reducing the burden on families who rely solely on one source of income. This means that daily needs can be met through mutual support between children and their mothers. Mrs. Rianteng's main focus of spending is on meeting daily food needs, as stated below.

"...So just be grateful for what you have now, no matter how much it is, just accept it. What else can you do? That's all you have. Your main expense is food, so whatever money you earn goes straight to fulfilling that need."

However, since her work situation has been problematic and resulted in a reduction in income, Mrs. Rianteng has been greatly helped by assistance from the government and other sources, in whatever form. As stated in the following statement.

"Yes, I receive PKH rice from the village, 10 kg of rice. And thank God, I receive it regularly. There is also other assistance in the form of 5 kg of rice from community leaders, so widows receive it every Friday Legi, once a month."

Based on this, Mrs. Rianteng receives rice assistance at least once a month. Considering the current high price of rice, this assistance is very meaningful to her. On the other hand, Mrs. Rianteng actually hopes that the local neighborhood association will organize a "jimpitan" or savings program. This is in accordance with the following statement.

"I don't have any savings at the moment. In the past, having savings was quite helpful because it was like saving money, so during holidays, we would usually receive basic necessities and money, which also helped with household expenses."

There are high hopes for this program, as it is considered very easy and helpful. He is very enthusiastic about programs like this, because his work conditions are unpredictable, so his income is also unpredictable. Although he is elderly, he does not want to burden his children with daily needs. In fact, he also avoids borrowing money from anyone. This was conveyed as follows.

"Rather than having more debts that will only complicate things, the job situation is already uncertain, let alone adding more debts. It will just cause more headaches. Later, I'll end up thinking about having to take on more responsibilities and look for another job. So, let's just use what we have now."

Based on this statement, it shows that he did not choose to go into debt in order to meet his needs.

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So, what is received at present is what is used; there is no excessive desire to purchase anything, especially unnecessary items. She also mentioned that it is very difficult to earn money; even earning Rp 150,000 per week is not guaranteed, so she chooses not to go into debt or live a life of frivolity and waste money.

Mrs. Rianteng has been working at CV X since 2010, so she has been with the company for 14 years. She has been in the same department since she started working there, which is the drilling department. According to her, she was assigned to that department because it requires workers who can work quickly and accurately. Mrs. Rianteng's job is to make holes in sandals for clips. There were challenges when she first started in this role. However, through hard work, she was able to adapt quickly. As she stated in the following quote.

“The difficulty was only at the beginning, because I didn't know how to do it, so the work felt difficult and I wasn't used to this part yet. At that time, learning wasn't exactly fast, because 200 pairs was the minimum target that had to be met, so you can imagine how the work was. So, when I work, I focus on meeting that target, and if I can get more, that's a bonus. Usually, there's a separate calculation if you exceed the target...”

Based on this statement, it shows that there are targets that must be achieved in one working day. If they can finish faster, they will also receive a bonus. From this, we can see that the system used is similar to piecework. Therefore, by adapting quickly and exceeding the targets, he became a specialist in that department. He also mentioned that this job is very helpful for meeting daily needs, and the work itself is not too strenuous or rigid, making him feel comfortable at the company and in this department.

However, there is an issue with frequent days off. Research findings indicate that this has been occurring since the COVID-19 pandemic. At that time, all companies were severely restricted in their production activities. This situation persisted until October, and according to Mrs. Rianteng, the past two months have been particularly severe, as she could not work at all, only coming in 2–3 times a month. Mrs. Rianteng also added the following.

"This problem has been going on since Covid, but it's gotten worse now after Covid-19. Since the owner of the factory left, things have gotten worse. As a result, everything has fallen apart, and the workers are now in this state, unable to work at all. Additionally, the owner's child also passed away, further worsening the situation. He was the one expected to take over the company, as he had been following his father around for years, learning the ropes and understanding how the company operates.

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However, because the two main people, or the foundation of the company, left, everything is like this."

Based on this statement, this problem occurred due to internal factors, namely the death of the company owner and his successor, resulting in the company being run by another child who did not have the skills required by the company. According to Mrs. Rianteng, this problem occurred quickly and was unpredictable. There were no other problems that were more serious than the issue of uncertain holidays.

Mrs. Rianteng also explained that this issue has affected all employees and was equally unforeseen. The situation is very severe, to the point where all employees are unable to take any action regarding the company, as stated by Mrs. Rianteng below.

"Nothing is the same now, everything is quiet, so this is how it is at home. So, if I work 2-3 times a week, that's already a blessing and I'm very grateful because there is still some income, even though it's far from what it used to be."

Mrs. Rianteng's high hopes for normal working conditions are evident, as working only two to three times a month is considered a lot for her. Upon further explanation, it turns out that she does not want to participate in demonstrations, and neither do the other workers. This is due to their advanced age.

Taking any action in response would be futile, because if she were dismissed by the company, it would be difficult to find another job that would accept her given her age. She added that she was just waiting and accepting the situation as it was.

The company did not discuss with Ms. Rianteng the risk of her job being affected by this issue. This uncertainty makes the workers feel trapped. With their age and inability to find other jobs, they are forced to stay at home. If they do not want to take on side jobs, they will be unemployed. Mrs. Rianteng does not have any dependent children in school and could be said to have reached the age where she should be enjoying her retirement. However, the current work conditions have become a burden for her.

Mrs. Rianteng initially chose to work to replace her sick husband, which became a driving force for her to meet her family's daily needs. The pressure she faces is expressed as follows.

*"When I replaced my husband who worked there because he was sick, I was willing to take this job because I wasn't working and needed income. If my husband gets sick, who will earn money to meet our daily needs...."*

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Based on this, it can be seen that her daily needs must be met and she must be willing to work. The researcher found that previously, Mrs. Rianteng worked as a cleaner and key keeper at the village office, so this situation forced her to find work outside the village, such as at a company.

Due to the uncertainty of her job, Mrs. Rianteng was unable to describe her feelings. This is evident in her statement below.

“How can I deal with these feelings? It's useless to say I'm sad, and it's impossible to say I have hope. That's just how it is. So, I'll just accept the situation as it is, because that's how things are.

The word “nelongso” expresses pity that is evident when seeing the uncertainty of her job. Although she says she accepts her situation, she expresses her confusion during this period of uncertainty. She even says that if she were younger, she would definitely look for another job with more stability. This statement illustrates the suffering caused by the problems she is facing at work.

The responses frequently given by Mrs. Rianteng are acceptance of the situation, difficulty, and trying to stay calm. These three responses are interconnected, indicating that her emotional state or feelings are currently in a state of confusion, whether it be in accepting the situation or seeking a way out.

In addition, Mrs. Rianteng no longer has children in school and they are able to help meet the family's daily needs, so she is confused about what will happen if her children leave her, and wants to continue working so that she can have her own income. Currently, she feels uncomfortable because she does not have a personal income, even though she realizes that she is already old, but she wants to continue earning her own income.

The researcher found that Mrs. Rianteng is facing this job uncertainty with a relaxed attitude. As she expressed below.

“I’m just taking it easy, because this is the situation and this is how it is. I’ll just accept it. Now, all I’m waiting for is to hear from the company. I’ll just take it easy and go with the flow. What else can I do? This is the situation.”

Based on her statement, Mrs. Rianteng appears to have resigned herself to the uncertainty of her job. She also added that despite the uncertainty, she does not feel severely stressed and even wants to continue working to meet her daily needs. She said that she used to be able to earn a wage and feel secure, but now she just has to be patient.

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These statements indicate that the impact of uncertain working conditions can also affect mental health.

Mrs. Rianteng adapted quickly, meaning that she accepted the situation when the problem arose. This is evident in her statement below.

“Yes, it was accepted immediately, because that's how the situation is. It's difficult because I don't have any money. Actually, I can't accept it. But what else can I do?”

In fact, researchers also found that Mrs. Rianteng had difficulty meeting her daily needs and only hoped that her work would recover and return to normal so that she could work and earn wages as before. This shows that the economic condition of workers experiencing job uncertainty has deteriorated significantly and affected their mental health.

Mrs. Rianteng does not have a side job, and she also mentioned that at her current age, she is no longer strong enough to do heavy work. This aligns with her statement below.

“No, I don't dare because I'm old, and I wouldn't be able to do the work at the cracker factory because I'm too old.”

He is aware that he is getting older and his physical condition is deteriorating, so he can only wait and be patient in this uncertain situation.

Other findings also indicate that Mrs. Rianteng feels this way because she considers herself fortunate that there is still a company willing to employ her at her current age. This suggests that there are other pressing issues, namely the difficulty of finding employment that will accept Mrs. Rianteng due to her age.

Although Mrs. Rianteng does not have any school-age children and her children have all started working, her hope is that the company will resume normal operations so she can earn an income again. She still believes that the company can be relied upon to meet her daily needs, as well as those of others in the community. Therefore, in addressing this issue, Mrs. Rianteng has chosen to continue waiting for employment from the company, avoid taking on debt, and refrain from seeking other jobs due to her age.

### C. Mrs Sri Muji Astutik (42 y.o)

Mrs. Sri Muji Astutik, better known as Ibu Rum, is currently working as one of the warehouse managers at CV X. She is currently feeling uncertain about her job at the company. Her goal in working is to help her husband meet their daily needs. She has a lot of experience at the company, as she is one of the senior employees, even though she is only 42 years old. She is a hardworking, meticulous, and creative individual in his field of work, which has earned her the trust of her company.

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. Currently, Mrs. Rum's main job is working at CV X. to meet her daily needs. She said that since she graduated from high school, she has been working at the company. So, since she was a teenager, she has been accustomed to working and earning her own income. She mentioned that her current income from CV X is Rp 100,000 per day. Therefore, if work proceeds normally for 6 working days, she can earn Rp 2,400,000 per month. This does not include additional income from overtime or extra work.

Mrs. Rum currently has one child still in school. She actually has two children, but the eldest has already graduated and started looking for work. She mentioned that she needs at least Rp 50,000 per day to cover daily expenses. As stated by Mrs. Rum below.

"I have one child in elementary school. The daily expenses are at least Rp20,000 for groceries, then there's the child's allowance of Rp5,000, savings of Rp5,000, and then there's the religious study class that asks for an allowance, and tutoring as well, which sometimes costs Rp4,000 or Rp2,000, it varies. These are the daily essential expenses, so I need to have at least Rp 50,000 set aside for this."

She also added the following answer.

"Not to mention when the LPG runs out. For one week, we need at least Rp 200,000, but this is a rough estimate. It can usually be more because we have a family and a household."

Based on the answer, it can be seen that the daily basic expenditure is Rp 50,000, which is half of the daily income. Therefore, the wages from the job are very important for his and his family's livelihood. He said that there is additional work that can be done from home to generate income, namely installing japit and handtags. The following is more detailed information.

"The pay for attaching japit is Rp 62 per pair of sandals. For hand tags, it's Rp 15 per piece. However, in a single production run, there can be around 1,200 or 1,300 pairs, so the workers can earn Rp 36,000 or sometimes Rp 54,000 per day. So, it depends on the materials and how quickly they can work. The faster they work, the more they earn. For the sandal straps, one bag costs Rp 37,000, which is already a decent amount for one day. Sometimes, those who can finish quickly take two bags, so they earn Rp 74,000 per day."

From this statement, it shows that there is work to increase income, although it is relatively small, but this is very helpful according to him. With the piecework system, one must achieve the target if they want to earn a large wage.

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She also added that this additional income is not always guaranteed; if the company is actively working on a project, there will be work outside the company.

Mrs. Rum has never received assistance from the village. She receives assistance from community leaders in the form of 5 kg of rice, usually given once a month on Friday Legi evenings. This assistance is not intended directly for Mrs. Rum but for her parents. Currently, Mrs. Rum lives with her parents.

It is also mentioned that expenses have had to be adjusted due to increasingly unpredictable income, as her job at the company faces uncertainty. As stated in the following statement.

“It’s definitely different, we have to hold back a little now. But the important thing is that we have enough to eat, thank God. The most important thing is pocket money for the children, because if they don’t have any pocket money, they cry, and who can bear to see their children like that?”

Additionally, her husband is currently unemployed and runs a herbal medicine stall, so their income is also unpredictable, sometimes busy and sometimes slow. When it’s busy, they can earn as much as Mrs. Rum, which is Rp 100,000 per day, but when it’s slow, it can be far less than that. Therefore, the family’s expenses are focused solely on food, with no money left for other necessities.

Mrs. Rum has been working since she was a teenager, and she has been employed at CV X since 2001. Currently, she holds an important position in the warehouse, but previously she was a contract worker in the production department.

Since 2007, she has been promoted to the warehouse department as a result of her hard work. She currently works with six other employees, each with their own specific tasks. Mrs. Rum herself focuses on inputting data reports into the computer. Considering the young age of the company's employees, she was assigned to this position. As is well known, the villagers still have limited computer skills, so if there are workers who are capable, they are transferred immediately.

However, the company is currently experiencing problems, namely frequent days off. During her time working there, she has never faced problems as serious as the current ones. As stated in the following statement.

“This has definitely happened once, two years ago. The factory experienced a slowdown or no work at all, because this company is actually a service provider for other companies, so the work depends on its main client (mention the name of the main company). You could also say that CV X is a service company.”

She also explained that this problem occurred because the owner of the company had passed away. As a result, the situation changed completely. Initially, it was caused by Covid-19, but with the owner gone, the situation became even worse. Of course, this situation has greatly affected Mrs. Rum and the other workers.

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Basically, the successor to the company had already been prepared by the main owner. He was very familiar with the company's systems, from production to distribution. However, due to his passing, the company's condition worsened, because it is now run by a child who did not directly inherit the company, so he cannot run it properly. In addition, the successor is a doctor, so he is not focused.

Researchers identified other causes and challenges faced by Mrs. Rum and the company. As explained below.

"However, at that time, there were changes, such as new machines like impact machines, and the work became more difficult and there were many rules because the highest quality was required. That's why the main company requested that we only work when there are new orders; if there are no orders, we cannot work. So, we cannot continue production continuously on our own. In my opinion, everything is now restricted, and it's also difficult like this. In the past, even if there were no orders, production would continue, and the factory would keep running with workers coming in continuously."

From this, it can be seen that the company is still not ready for quality improvement, because the researcher's observations show that the workers are quite old, which affects the company's readiness for quality improvement. As a result, the company's condition is becoming more difficult and this has an impact on the production process.

Mrs. Rum also said that this happened very quickly and unexpectedly. As stated in the following statement.

“There was no preparation, and our superiors did not predict that it would turn out like this. Now the workers are complaining to their superiors, but they just reply, ‘What else can we do?’ So we can only resign ourselves to our fate. This company is just a subcontractor, so we are dependent on the main company.”

This statement shows that the current owner of the company is also confused about how to run the company. If the owner's response is passive, then the workers will do the same. However, the workers have never taken any illegal actions, such as going on strike or even demonstrating to demand their rights. According to Mrs. Rum, this is because the workers are already old, so they just accept everything.

Mrs. Rum actually has plans to leave the company and seek more stable employment, driven by the increasing uncertainty of her work, which has led to an unstable income. However, as she mentioned, no one has offered her a job yet. She stated that she is willing to take any job as long as it provides a salary.

The unstable work conditions made Mrs. Rum feel sad and confused. As individuals who depend on income from employment as company employees, job insecurity is a major challenge for workers.

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In line with the following statement.

“Of course I'm sad (laughs), I don't have any savings, and now I'm in debt. I never dared to borrow money before, but now I'm in debt. What else can I do to meet my needs? That's life when you have a family. You have to have rice, and I have children who are still in school, so they need snacks too.”

Based on this statement, Mrs. Rum felt quite serious pressure, because she even said she was sad but with a smiling expression. In addition, the researcher also found that she was willing to eat anything as long as her child had enough to eat. This is because, as she further explained, she came from a “poor” family, so it did not matter if she had to eat rice and salt as long as her child could eat rice and more appropriate side dishes.

Mrs. Rum's confusion about her job is evident in the following statement.

“The company has said it cannot make any promises. It all depends on orders. If the main company has few orders, then we will have even fewer orders, so no one knows what will happen and it is impossible to predict the fate of the workers.

The above statement further complicates the economic and mental condition of Mrs. Rum. This uncertainty is unpredictable; even the company cannot make any promises, so what about the workers who still have no answers to this day?

Mrs. Rum can only accept her situation with grace, as expressed below.

“Yes, we are both sad and must accept it. What else can we do? We can't just cry. Let's just be grateful for what we have now.”

The statement was delivered with a facial expression that still seemed insincere, reflecting the suffering experienced by Mrs. Rum, especially given the current economic instability. She also said that for the time being, if she did not work more, she would just stay at home.

Her belief that sustenance would come made Mrs. Rum breathe a little easier, as reflected in the following statement.

“Don't stress yourself out, just relax because you've already been given something, and there will always be sustenance coming your way. I actually want to find a job that really pays well, so I don't want to give up hope. My child is still so young, only in first grade, so how can I not work?”

From this statement, it is clear that Mrs. Rum does not want to give up and does not want to work anymore, but is instead becoming more determined to find another job.

She used her own mind to calm herself down.

This situation forced Mrs. Rum to quickly accept her circumstances and adapt well. The daily needs that must be met kept Mrs. Rum from giving up hope. She wanted to continue looking for another job that was more stable, because she still had children in elementary school to support. This also motivated Mrs. Rum to continue living her life with enthusiasm.

In this uncertain job situation, Mrs. Rum feels sad and has to accept the circumstances. As stated in the following statement.

“Adaptation means adjusting to circumstances. If this is the situation, then we have no choice but to adapt immediately. So, if this is the situation, we have no choice but to accept it and be grateful for what we have.”

She tried to hide this situation by accepting it directly, but according to the researcher's observations, she had great difficulty finding money. Added to this was the fact that her first child wanted to join the police force, which became an indirect source of pressure.

She said that she wanted to leave CV X, but she was not sure whether any other companies would be willing to hire her or offer her a job.

She is aware that finding a job is not easy these days, and because she no longer meets the age requirements of most companies, she has no choice but to wait and accept her situation.

Her struggle has led her to say that she would take any job available, as long as it provides an income. However, at present, no one has offered her employment. As a result, she is compelled to find alternative ways to earn money. She mentioned that she is currently taking orders for bread making. As stated below.

“We only produce bread to order, because we are just a small home-based business, not a large-scale bread manufacturer. So, it depends on the orders; if there are many orders, then alhamdulillah (thank God).”

This statement shows how hard this mother of two children has been struggling. The bread business is also quite uncertain because orders are only busy at certain times, such as during religious holidays and other events. Outside of that, there is no production because she said that making bread requires a lot of capital and the money is sometimes used to meet daily needs.

When asked about her hopes, she simply wants her business to return to normal. She also added a statement directed at the village government, suggesting that if job openings were available, she would immediately apply and take any job offered.

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This situation is closely tied to her family's circumstances, which lack a steady income but still need to meet daily needs. With a husband who works as a merchant and also has an unstable income, Ibu Rum had to find another job to help her husband meet their needs.

She and other workers did not choose to join the protest, as she believed this would only create chaos in the workplace. She understands that the company owner is also a worker who must secure orders to keep the business running. This is why Mrs. Rum refrained from taking any illegal actions. Instead, she continues to wait for certainty while working part-time jobs that can be done at home, all while caring for her child who is in first grade.

### D. Mrs Ruhaidah (40 y.o)

Mrs. Ruhaidah, also known as Mbak Komang Ida, is the name she uses on one of her social media accounts. She is a worker who holds a fairly high position as a supervisor at CV X. Currently, she lives with her husband and two children who are still in school, but her eldest child is currently boarding at a boarding school. She is a person who is always enthusiastic and can get along with anyone. Her goal in working is to support her husband, and this has become a habit for her since she started working and earning her own income from a young age.

Mrs. Ruhaidah is currently employed at CV X and has a husband who works at another company in the same area. Therefore, she said that her household income is approximately Rp3,500,000 per month. However, this income has decreased due to problems at Mrs. Ruhaidah's workplace. Therefore, it can be understood that her household income could be higher than the stated amount.

Currently, she has two school-aged children. The first is in high school but lives in a boarding school, while the second is still in elementary school. She mentioned that the largest expenses are for daily necessities and giving pocket money to her children. As can be understood from her statement below.

"Oh, I can't break it down, but the average estimate is around Rp 70,000 per day. This doesn't include the child who is boarding; it's only for the child at home. So, with the child boarding, it could be Rp 100,000 per day. This includes everything, from daily necessities, food, and the children's pocket money. Normally, it's like this, but it can actually be more, up to Rp 200,000."

Based on this statement, it can also be seen that sometimes expenses are uncertain, but at least Rp 100,000 per day is required. When compared to household income, expenses and income are very balanced.

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Therefore, Mrs. Ruhaidah wanted to work so that she could help her husband meet their needs, so her goal was to ease the burden. This is in accordance with the following statement.

“I am fortunate that my husband's job has not been affected. I started working initially just to help ease his burden. So, the goal is to help each other. Even though my job situation is like this now, thank God my husband's job is still secure.”

She currently has no side job and relies solely on her husband's income to meet their daily needs while waiting for uncertain work. In addition, Mrs. Ruhaidah has never received any assistance from the village government or anyone else, as stated below.

“Never accepted it. If I register, won't people laugh at me?”

The above statement shows that Mrs. Ruhaidah is indeed viewed as someone who is well-off, even considered by others to have a better life than her neighbors. The researcher's observations also reinforce this statement. Therefore, not receiving assistance is not actually a problem for her.

On the other hand, he explained that there is a difference in spending patterns today. As stated below.

"Yes, of course there are differences. Usually there are additional expenses now that are no longer there, so we have reduced our spending and adjusted it to what we have. We can't have our expenses exceed our income, or we'll be in trouble."

From this statement, Mrs. Ruhaidah is trying to adjust her daily consumption, which will be reduced. So, it will be adjusted to her current income. She also said that she does not want to worry or take out a loan. She will only focus on meeting her basic needs.

At CV X, she holds a fairly high position because, prior to working here, she had already held positions as a supervisor and Quality Control officer. Her career progression has been quite rapid, as she mentioned that it only took her one year to be promoted from a production worker to a supervisor. This aligns with the following statement.

"However, I started out in production and was promoted to supervisor not long after, after only a year in production. I then took on more responsibility. I also worked at (company name) as a quality control officer for four years. Things moved faster there, as I was promoted to QC after only three months."

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This shows that Mrs. Ruhaidah has the right qualities for the position.

During her time at CV X, she never had any problems, as her duties and responsibilities were quite significant, so she had to maintain the quality of the company as well. She mentioned that when production is underway and there are workers who do not show up, while the daily target is quite large, it will take longer and cause temporary confusion. She used the term "keteteran" to describe this situation. The system used by this company is indeed like a contract system, so it is necessary to meet the daily targets. For more details regarding the targets, please refer to her explanation below.

"The daily target is nine series, with 1,200 pairs of sandals for each series. Sometimes it can be up to 12 series..."

From this statement, it can be seen that workers must focus on achieving their targets. In addition, the researcher found that many of the workers are quite old and there are only a few of them, which means that they must really focus in order to achieve their targets.

When working conditions are normal, she is very happy because the salary is not small and the work is not too heavy for Mrs. Ruhaidah.

However, this situation changed, the company became quiet and eventually laid off many of its workers. According to Mrs. Ruhaidah, this was due to the following factors.

"The issue of uncertain holidays arose when the company owner left and his son took over. However, the changes in the company were very noticeable, and production immediately dropped significantly. Then, a new system called 'impact' was implemented, so all data—from production start to completion—is now calculated and reported, requiring more detailed information. The work process is no longer the same as before. Actually, everything started changing during the COVID-19 pandemic."

According to her, Covid-19 was the initial factor of this uncertainty, followed by the death of the company owner, who was considered a fighter and a hard worker. This condition was so severe that it was still ongoing when this thesis was written. She expressed this uncertainty as follows.

"Last August, there were still three days of work, then it was another holiday, and now they said we'll start again on the 20th. So, the regular schedule can't be confirmed. The work here is determined by the schedule issued by the main company, since this is a service company, so everything depends on the main company. If the schedule is released, I'll inform the workers. The most important thing is that the production staff must be ready to wait for the information."

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Workers are asked to be ready to wait for information on whether they will work or not, whereas workers' needs must be met continuously. This makes Mrs. Ruhaidah feel helpless. In addition, researchers found facts from the workers, as stated by Mrs. Ruhaidah below.

"However, during these long holidays, no one has looked for other jobs because they could be called back to work at any time if the schedule changes. Even now, no one has left their jobs."

This statement also applies to Mrs. Ruhaidah herself, so she did not leave because she had to be ready when she received information that materials had arrived. This situation actually confused the workers because they could not look for other jobs that required a commitment, even though this was also for the welfare of the workers themselves.

Mrs. Ruhaidah also mentioned that this issue of job uncertainty had occurred previously, but with different factors, such as a full warehouse, so the workers were given time off. However, this issue did not persist for a long time, so it was not considered a serious problem. However, the current issue is truly very serious, as she only works 2-3 times a month, as also mentioned by other informants.

On the other hand, she explained another reason why the workers currently there are not resisting and leaving the company, as the system adopted from the beginning has always been family-oriented.

The company only wants to hire people who really need the job, without any special requirements. So, when faced with this situation, they can only wait.

During this period of job uncertainty, Mrs. Ruhaidah feels uncomfortable. As she stated below.

"I don't like it, it's not good, because there is no work. Usually I work, but now I don't, and usually I have an income, but now I don't. It's a different story now (laughs)."

Based on this statement, it can be seen that there are things that bother her when she is not working. One of them is not being able to earn her own income. If we return to her original purpose for working, which was to help her husband meet the family's needs, working would give her additional income that she could use for other things.

In addition, when facing this uncertainty, she receives support from her husband, as stated in the following statement.

"They'll definitely give it to me, I was told to just be patient. Rather than being unemployed with no work, I'll just wait..."

Although she was told to just be patient, this served as a motivational boost that helped Mrs. Ruhaidah feel more at ease. Additionally, her husband's work situation was stable, which further contributed to her peace of mind, as she felt she could still meet their basic daily needs.

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He said that he did not want to leave the company because he was comfortable there, but he also explained as follows.

“I am happy at that factory. It’s nice, so if I wanted to look for another job, it would be difficult. It’s nice there; no one fights with each other. I have experienced the harshness and cruelty of other factories, and now I have a comfortable and pleasant place to work, so I’ll just wait and see.”

This statement shows that the company provides a comfortable working environment, because based on her experience working at other companies, there was significant competition for positions. However, at this company, she does not feel this way and always feels comfortable at work.

The researcher also found that Mrs. Ruhaidah responded to this issue by keeping it relaxed, using the term “just go with the flow.” This statement provides an alternative perspective on the conditions faced by workers experiencing uncertainty, as the relatively stable economic conditions can also impact mental well-being. From her words, it is evident that she is attempting to come to terms with this situation and accept it as a reality in her career journey.



She also added that she did not let herself get stressed because it would only make things worse.

When experiencing this uncertainty, it is only natural for workers whose welfare is at stake to want to leave the company. However, unlike Mrs. Ruhaidah, who is more resigned and has no intention of leaving the company, as she stated below.

“There are no plans for this, because he is no longer eligible for the qualifications required by companies today.”

Based on this statement, it appears that age is the main factor for staying with the company. She also added that companies everywhere are struggling and rarely hire new employees because there are many applicants from various social and educational backgrounds. Mrs. Ruhaidah highlighted educational background. She said that prospective employees are now pursuing higher education in order to get a “decent” job.

Mrs. Ruhaidah is also unsure about what kind of side job to take. She mentioned that she was offered a job picking chili peppers but declined because the work and pay were not suitable for her. This aligns with the researcher's observations, which revealed a mismatch between the effort put in and the wages received by chili pepper pickers.

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In addition, the reason Mrs. Ruhaidah did not take on a side job such as picking chili peppers was because, as she explained,

“...because I have other things to do. I like sports such as gymnastics and going to the gym, so I don't get stressed. It's good for my health and fills my free time. That way, I don't wake up in the morning feeling sleepy and end up going back to sleep.”

Based on this, it can be concluded that she prefers sports activities to calm herself and stay fit. She is known as an active person who often leads exercise classes at village events and other occasions.

Therefore, it can be concluded that Mrs. Ruhaidah's efforts are to be a housewife and engage in sports activities to fill her time and avoid boredom. Because she cannot stand just sitting around doing nothing or having no activities or work to do. In this way, she also tries to forget her problems. Fortunately, her husband is still working and can meet the family's needs, so she feels more at ease.

On the other hand, she actually wants to work again and have her own income to help her husband meet the family's daily needs.

She places herself in a position where, once she receives information about work, she will go to work. If there is no information, she will choose to exercise if her household chores are already completed. However, his hope remains that the company can return to normal operations so that production can resume as before. According to him, working there actually provides a decent salary for a company located in a rural area, especially since they still hire workers of a relatively advanced age, such as those over 30 years old. He also mentioned that previously, workers were so reluctant to work overtime due to the heavy workload. Now, workers are even asking when they will start working and are getting sleepy while waiting. This statement clearly highlights the significant difference in working conditions at CV X.

#### E. Mrs Hanifah (39 y.o)

Mrs. Hanifah is a female employee at CV X who is currently experiencing job insecurity. She is a senior employee at the company. Although she is younger than other employees, she has been working at the company since graduating from school. However, she is still only an employee. She works to help her husband provide for their family. She currently lives with her husband and two children. Mrs. Hanifah is known to be a quiet person but diligent in her work.

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Mrs. Hanifah's primary occupation is as an employee. She stated that her monthly income ranges from Rp 3,000,000 to Rp 4,000,000. This income is combined with her husband's earnings from another company.

However, she mentioned that her husband often takes time off because his company is a livestock farm. When there is a company agenda, such as culling chickens, he can take 1-2 months off. This issue of frequent time off or job uncertainty is also experienced by Mrs. Hanifah. Since June 2024, she has faced difficulties where she rarely goes to work.

In the following month, she only worked for 1-2 days. This situation has significantly impacted Mrs. Hanifah's household income. She mentioned that her income has also decreased considerably. This is because if both her husband and she do not work, there is no guaranteed income for the family.

When looking at her expenses, she explained as follows.

“I have two children who are still in school, elementary and vocational high school. My daily expenses are around Rp 100,000 for groceries and pocket money for the children. This does not include their snacks at school, religious lessons, and other expenses at home.”

Based on this statement, it can be understood that he still has two children in school, with different levels of education, namely elementary school and vocational high school.

Thus, it can be determined that the primary expenses for the child are pocket money and other school-related expenses. She mentioned Rp 100,000, but the researcher also found that the daily expenses could exceed that amount. However, the actual expenses are for meeting daily needs and for the child.

Mrs. Hanifah stated that she has never received any assistance from the government or other parties. However, she has economic capital, namely owning her own rice field. As stated in the following statement.

“I am a farmer, working on my own rice field, which is about 100 square meters, actually bigger, but divided into two with my family. We usually plant rice and green beans, because these two crops are suitable for this area. The location is also close to factories.”

This statement indicates that the land owned is quite large, even though he said that the rice fields are still shared with his siblings. However, this is economic capital that can be relied upon by the family to earn an income. However, he said that the rice fields are not always successful and inevitably experience crop failures. He said this because the weather is unpredictable and the location is surrounded by companies, which he believes causes pollution.

Therefore, due to the difficult working conditions and the resulting decrease in income, Mrs. Hanifah has reduced her expenses and her children's allowance.

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She also said that currently, she eats whatever is available, as long as there is rice, even if it is only accompanied by tempeh or tofu, which is more than enough. Thus, it can be seen that the impact of economic instability has greatly affected people's lives. The researchers also found that Hanifah said that currently, if she does not have money, she cannot do anything, especially eat, so she does not feel that owning a rice field would guarantee her economic security. This is based on the lengthy process of cultivating rice fields until harvest, which also requires significant capital.

Mrs. Hanifah has been working for about 17 years, since she had her first child, who is now in vocational school. She said that she has always worked in the packing department and has never changed jobs since she started working at CV X. Her work hours are 5–6 days a week, depending on the available materials, and she sometimes has to work overtime, making it a full week. According to Mrs. Hanifah, the wages she receives are very fair, at Rp 80,000 per day, or even more if there is work outside of regular hours. Therefore, it is no surprise that Mrs. Hanifah feels comfortable at this company.

Additionally, the short distance from her home makes her feel safer. She has experienced many positive aspects of her current job, especially considering her age, which is no longer young. However, this situation changed when her work started to involve frequent days off. As she stated in her statement below.

“...but until now, it feels like it's getting worse. The holidays are getting longer. One month means not working at all, sometimes I go in but only for 1-2 days.”

Based on this, it is stated that currently they only work 1-2 days. This is also considered extraordinary fortune according to Mrs. Hanifah. This statement was also conveyed by other informants. Thus, it proves that their working conditions are indeed uncertain and have a significant impact on their lives.

As stated by another informant, he believes that this situation is due to the death of the company owner. He also explained that he now has to frequently ask or seek information about whether he will be working or not. Therefore, according to him, mobile phones have become very important now, as well as communicating directly with other workers to confirm their work.

The researcher also found that during his more than 15 years of work, he had never experienced such a big problem.

Indeed, leave issues are common in the workplace when problems arise, but if the leave continues until October and has been ongoing since the COVID-19 pandemic, this is considered a significant issue according to Mrs. Hanifah. Additionally, the researcher posed other validation questions regarding issues she had experienced, but only the frequent or uncertain leave was mentioned. Other potential issues include the payroll process and the possibility of workplace violence.

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Even other issues such as position disputes have never occurred in this company. As stated in the following statement.

“There are no other issues, just frequent days off. If the working hours were normal, there would be no problem. Even the pay has never been an issue during my time there—it's always been on time and accurate. So, it's just the frequent days off.”

The researcher's observations also support these findings. That is, the problem is only related to frequent absences and uncertainty about when employees will return to work. This is because the problem occurred suddenly and Hanifah said that it was not predicted by the company. There was no warning before the problem occurred.

She said that there were no plans to leave the company due to educational factors, as stated in the following statement.

“Are there any companies that would hire someone like me who just graduated from junior high school? At least now I'm in high school. So, if I want to move, I'm confused about where to find a company that would hire me.”

She realized that education was a burden if she wanted to leave CV X, because her future was uncertain after leaving the company. In addition, she also realized how difficult it was to find a job at that time, so she chose to just wait.

She also said that the company only stated that work would resume, but could not provide clear information on whether operations would return to normal, causing confusion among workers.

While working normally at CV X, she said that she was able to earn a substantial personal income. She even said that she was able to help her husband meet their daily needs and also provide backup when her husband was not working. Based on this, it can be seen that the fulfillment of Mrs. Hanifah's family's daily needs is highly dependent on their income from working at the company. With this, she also feels more secure in her life, so she feels at ease when she can work and earn her own income outside of her husband's earnings.

Additionally, she mentioned that she feels more at ease because she can meet her children's needs properly and also set aside money for her farm, so besides earning money from her work at the company, she strives to maintain income from other sources she possesses, namely economic capital in the form of farmland.

At the beginning, before becoming an employee, she was informed about the company's need for workers. This was quite encouraging news for Mrs. Hanifah. As stated in the following quote.

"My brother who works there told me. I didn't submit an application letter either because the factory needed workers quickly, so anyone who wanted to work there could just walk in.

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The important thing was to work and I really needed a job right then and there. I was very happy at that time because someone offered me a job.

She also added that at that time she was unemployed and looking for work. Therefore, with this benefit, Hanifah really hoped that the company would be able to meet her needs.

Hanifah received support from her family to calm herself down amid this uncertain situation. As stated below.

“Yes, my family tells me to be patient. The job situation is difficult right now, but when we're all going through hard times, we have to support each other. That's what family is for.”

This statement shows that she and her husband are experiencing difficulties, so they are working together to strengthen their relationship and find a solution. On the other hand, it is clear that the pressure felt by Mrs. Hanifah is very heavy, because financial resources are the mainstay of life today.

However, Mrs. Hanifah explained that she is not letting the problems cause her stress. As stated in the following statement.

“I have never experienced stress like this before. I just take it easy and do whatever needs to be done. I have children to support, so I cannot just sit around doing nothing.”

Based on her statement, it can be understood that she is a woman who can only accept the current situation. However, she also said that she does not want to remain silent and wants to find another job due to significant economic pressure. This is because she still has children to support.

The researcher's observations also noted that his expressions when answering were very different from what he said. He often started with a laugh, but the questions were about his economic situation. Therefore, it can be concluded that this uncertainty is another issue affecting Mrs. Hanifah's emotional state. What he said did not sound stressed, but the way he answered, with a low tone and appearing quite sad about his own situation, revealed his emotions. However, she tries to remain strong because she still has children who are still in school and have a long way to go.

There is a reason for the difference between what she says and how she expresses herself. This is because her situation is difficult, with her husband also facing job uncertainty. So, if both of them are facing uncertainty and neither of them is working, they will have no income and their lives will become even more difficult and painful.

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Currently, Mrs. Hanifah is a housewife. She has no desire to leave the company because she realizes that her education and age are obstacles, as she is older than the company's current requirements. As stated in the following statement.

“So, if I want to move, I'm confused about which company would accept me. Therefore, I have no intention of leaving. I'll just wait and take care of my children at home.”

In addition, researchers found that Hanifah is currently focused on managing her own rice fields, as stated in the following statement.

“Now I am just a housewife and work in the fields, planting and harvesting. That is all I do. The important thing is not to sit around doing nothing, especially since the family needs to be supported, but if there is no income, what else can I do?”

Based on this, it is clear that Mrs. Hanifah does not want to remain idle and wants to earn money to meet her needs. Especially since she still has two children in school. Therefore, she is willing to do anything as long as she can earn money.

Typically, landowners of rice fields would tend to act as overseers, but this is not the case with her. This indicates that she does not have the funds to hire more farmworkers, so she works the fields herself. The researcher's observations also support this finding.



She goes to the rice fields in the morning to plant rice, and even harvests it herself with her own hands.

On the other hand, Mrs. Hanifah also received an offer to work picking chili peppers, as she stated below.

“Yes, I am usually offered to help pick chilies. I don't earn much, only Rp 10,000 for one sack. Usually, I only take that much because the work is tiring as I have to sit all the time.”

Based on this, it is evident that Mrs. Hanifah's struggle to earn money is very difficult, to the point that she has taken on other jobs without any conditions, with very low pay and work that is quite intense, even though it involves sitting down. Although the work can be done at home, it makes Mrs. Hanifah feel exhausted. However, she does not give up. Even if someone offers her a job, she will take it, as long as the work is clear and she is capable of doing it.

The researcher found that Mrs. Hanifah is still in the process of accepting this situation, as stated in the following statement.

“Actually, we are still in the process of accepting it, because it is getting worse, so we have no choice but to accept this situation. My husband also works at a company and is experiencing the same thing, so we have to adjust everything.”

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Based on this statement, it appears that the income mentioned is only apparent income, but in reality she is also confused about how to help her husband meet their daily needs. This is compounded by the fact that her husband is also off work. This shows that she is confused, because she still has a young child to care for. The researcher's observations also found that she cannot leave her child at home to seek work far from home, as the child has just started elementary school and requires closer supervision.

She deeply hopes that the company where she works can return to normal operations and resume paying her income as before. This is also reflected in her response, where she expressed a strong desire for the company's conditions to improve, thereby improving the living conditions of its employees, including Mrs. Hanifah. She is fully aware that this job has a significant impact on her life, and any issues like this can have a major effect. Therefore, she is eagerly hoping for a swift return to normalcy.

The hopes expressed by Mrs. Hanifah clearly show how much she needs her job and income to help her husband meet their basic needs. She initially found it easier to start working because her sibling helped her, and she greatly appreciated that advantage in her life before facing these challenges.

However, during this period of uncertainty, he has been waiting to hear whether or not he will be offered a job. He even considers hearing that he will be hired to be an extraordinary blessing.

#### **F. Mrs Eni Kustini (51 y.o)**

Mrs. Eni is an employee who experiences job insecurity. She currently lives with her husband and two children, but her eldest child is now married and does not always live with her. She is an employee in the drilling department, where her job is to make holes in sandals for inserting clips. She has been working at CV X for quite a long time, around 15 years. Mrs. Eni is known as a very patient and calm person, which is influenced by her family circumstances, as her husband is a community leader.

Mrs. Eni works to help her husband meet the family's daily needs. It is stated that the household income of Mrs. Eni and her husband is Rp3,000,000 per month. Research findings indicate that this income is earned by Mrs. Eni and her husband, who work at the same company, CV X. Additionally, she mentioned that this income is sufficient to support her family's livelihood. Therefore, it can be concluded that the family heavily relies on the income from working at CV X to meet their daily needs.

The researcher found the following details of the income earned by Mrs. Eni during her employment at CV X.

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“So, it's calculated per piece. One pair costs Rp 63 for the drill, so it's less than Rp 100. You just multiply that to find out how much you'll earn. Usually, we can make 1,200 pairs a day, sometimes more depending on the order.”

Based on this information, it can be seen that the daily income can reach Rp 75,000/day. If she can work full-time, which is approximately 6 days a week, then in a month she can earn Rp 1,800,000. This amount is considered quite substantial by Mrs. Heni for a company located within the village. Additionally, given her age, this is also very good as a means of livelihood in the village.

Currently, she has only one child left to support, who is still in college. As stated below regarding daily expenses.

“Just one, still in college. Daily expenses are usually Rp 30,000 for food and daily necessities. So, in a month, it's around Rp 1,000,000. It depends on the situation, so sometimes it can be more or less, but usually that's how much it is.”

From these statements, researchers found that spending decreased due to problems at work, which affected income. This was exacerbated by the fact that Eni's husband also worked at the same company, so they were currently facing uncertainty regarding their jobs and joint income.

However, the researcher found that Mrs. Eni's husband currently teaches at a Quran recitation center and is a community leader. Therefore, the family relies solely on this income.

In addition, the researcher also found that Mrs. Eni's child, who is currently attending college, has a livestock business, which helps ease the financial burden on Mrs. Eni and her family. This information was obtained by the researcher through observations made during data collection.

Mrs. Eni has never received any assistance from the village government, but she participates in a savings program. The amount she must pay is Rp 20,000 per week, and there is also a "jimpitan" program, which is a local RT initiative where participants contribute Rp 2,000.

In addition, the researcher also found that Mrs. Eni previously had a daily savings account, but she is currently unable to continue it because she often takes days off from work. Based on this, Mrs. Eni wants to have savings as a source of hope for when there are unexpected needs, so that she will have something to use at that time.

She also said that she is trying to continue participating in this savings program to have money during holidays, as the savings are distributed near Eid al-Fitr. This is because she has a large family with homes very close to her siblings.

At the end, she also explained her expenses as follows.

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"Of course there is, now we have to be more economical. If we don't need something, it's better not to buy it. So, we prioritize basic needs only."

Based on this information, it can be concluded that she is currently focused solely on meeting her basic needs, with food being the most important priority. This is a process of adaptation that occurs when one does not have a steady and reliable source of income. Therefore, according to her, the bottom line is that she only has enough money to eat.

Mrs. Eni has been working at CV X for approximately 15 years, starting when her first child was still in elementary school, first grade. The work she has been doing up until now is in the drilling department. She explained the nature of this work as follows.

"Now I'm in the drilling section, so my job is to drill holes in sandals so that clips can be inserted. This is done using a machine, with one person operating each machine. I didn't start out in drilling, but I spent more time there. I used to work in screen printing, and if there was a vacancy, I would be moved there. That way, I got to learn all the processes. Even though I moved around a lot, it didn't affect my salary..."

Based on this, it can be seen that Ms. Eni is capable of working in various positions because she has experience in all areas of the company. However, this does not affect her salary, so even if she is transferred, she will receive the same amount. Therefore, it can be concluded that she is quite senior in the company.

She also explained that one of the challenges she faced while working at CV X was when the machines broke down. This would greatly disrupt the workers, as their work had daily targets. When the machines broke down and they couldn't meet the targets, it would be difficult later on, so they would have to work overtime to finish the work. She feels comfortable working at this company because the work environment is very supportive, and the salary she receives is considered quite substantial for a company located in the middle of a village. As a result, she relies heavily on this company for her livelihood.

However, this changed when the company began to frequently close for extended periods. She shared the following facts:

“Actually, it has been happening for a long time, but the breaks were only brief. However, it has been worst in the last two months, because I have hardly been able to go to work at all.”

The reason for this problem, as stated by other employees, is that the owner of the company has passed away. Furthermore, the female employee also said that the warehouse is currently full and cannot be emptied because since Covid-19, the company has had difficulty distributing its products. This is happening at the main company, because CV X is a subsidiary of PT Z.

The researcher also found that there were no other problems, as stated in the following statement.

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"Actually, there is no difference in terms of work because the position is the same, but what makes it different is the frequent days off. That's all, really. When Covid-19 hit, we were given three months off, but after that, we still had to come in and it was still fairly regular, about two to three times a week. However, the last two months have been really bad because we only came in two or three times. Back then, everyone was off work due to COVID-19, but now things are starting to return to normal, though there are still occasional days off. The issue might be with the stock that's still piling up and hasn't been shipped out yet."

This statement shows that the company is experiencing difficulties that are affecting its workers. In addition, researchers also found that working 2-3 times a month is not full-time, sometimes only half a day. Therefore, it can be seen that if a worker can earn Rp 75,000 a day, working half a day will only earn Rp 30,000-35,000. This amount is far below what is needed to meet daily needs.

He also mentioned that the previous company owner was willing to go out of his way to secure orders from other companies, as long as there was work for his employees and they could earn an income. Therefore, even during holidays, this situation would not last long, and employees would return to work immediately. However, this is different under the current management, which is handled by the owner's son. According to Mrs. Eni, he is unable to "be agile" in securing work from other companies.

As stated by other employees, this problem was not predicted beforehand, so it occurred suddenly and had a significant impact on workers and the company.

Despite the current uncertainty, Ms. Eni has decided not to leave the company, and her husband, who also works there, has made the same decision. The reasons they gave are as follows.

“Actually, because of our age, even if we want to leave and move, it seems like there's no one who would take us in. People my age seem to think the same way. Unless they're still of working age, then they'll definitely leave and look for other jobs with more stability.”

Based on this, it can be concluded that due to their age, which is no longer young, or what they refer to as unproductive, they chose to remain at the company.

Another interesting finding is that there was no resistance from the workers, as revealed by Mrs. Eni as follows.

“There were no demonstrations. Perhaps, in my opinion, it was based on awareness. Usually, people just grumble to themselves; it doesn't become a big issue that leads to demonstrations. So, it's more like wondering why things are like this, why it's so quiet and why there are so many holidays. People are also aware that this company does not produce anything itself, but takes orders from the main company.”

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Mrs. Eni knew that the other workers only talked among themselves, which she called “nggeruneng,” so she only asked about her working conditions. There was no resistance to the company because everyone was aware that it was not a manufacturing company, and according to her, because the workers at this company were considered unproductive due to their age, everyone just did the same thing, which was to wait.

The first emotion Mrs. Eni felt when facing this issue was sadness, as she stated in the following quote.

“Of course I'm sad, because that's our only source of income, not just for me but for my husband too. And there's no other source of income, so I'm definitely sad.”

From this statement, it is clear that Mrs. Eni and her husband are facing very difficult circumstances, as both of them are facing job uncertainty and therefore have no steady income. She also said that she cannot do anything because she is no longer of productive age, and finding another job is difficult, according to her.

Additionally, she mentioned that she has accepted her current work situation and is resigned to it. She also stated the following:

“Yes, it does, because it adds to my mental burden, which affects my physical and mental health. But I just manage it and don't think about it too much so I don't get overly stressed.

She tries not to become stressed by not thinking too deeply about this problem. In fact, there is a contradiction between her acceptance and her statement that her basic needs are being met, because measures are being taken to prevent her from becoming stressed. So, she actually feels confused and stressed about this problem.

The researcher also found that she did not take on other work, such as picking chili peppers, because her husband did not allow it, as he believed it would make her appear to be in a very difficult situation. She also mentioned that she is currently unable to work for long periods while sitting down, citing her age as the reason.

Based on this, it can be understood that Mrs. Eni still has the desire to continue working, but due to her age and her husband's lack of support, she has had to adapt on her own. As can be understood, if she previously had her own income and now does not, the adaptation required demands a great deal of patience.

When the researcher asked Mrs. Eni about the adaptation process, she only replied, "I hope this situation doesn't last much longer," indicating that this situation is causing significant stress and confusion for Mrs. Eni and her family.

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Although she said that she was taking the situation in stride and accepting it, her last answer was a reflection of her response to these difficult circumstances.

Ms. Eni, who is currently facing job uncertainty, does not have any other side jobs. This is because, as mentioned earlier, she was not given permission to take on a side job picking chili peppers. She explained her current situation as follows.

“Just go with it. Use what you have to meet your needs.

Yes, I also borrow money from relatives. Because there's nothing else to use. So, it's just borrowing back and forth.”

Based on this information, it can be concluded that she borrowed money from her brother to meet her daily needs. She and her brother live very close to each other. In addition, she said that she has no income, so she has nothing to use to meet her needs. This situation is very difficult for her, because, as she said, she has to adapt by reducing her daily expenses.

Another interesting point is that she has accepted her situation with resignation, as evidenced by the following statement.

“Until now, I haven't felt stressed because, thank God, I still have enough to meet my needs. Provision will always be there; just leave it to God.”

She is known as a religious person and is influenced by her husband, who is also a religious leader, so she believes that everything is predestined and left to God. However, according to the researcher, this statement is a way for her to calm herself in the face of uncertainty. She tries to respond to this problem by emphasizing her beliefs.

Researchers also found that Mrs. Eni is actually willing to take any job, as she is aware that doing so could alleviate her husband's burden in meeting daily needs. However, she stated that no one has offered her a job yet, and finding work at this time is extremely difficult.

Additionally, other findings by the researchers are as follows.

“To meet my needs with this kind of job, I have no choice but to scrounge around. I'll definitely have to dip into my savings. I'll end up using my emergency fund too. So, the bottom line is how to still be able to eat and meet my daily needs, and hold back on spending.”

Based on this information, it can be understood that Mrs. Eni is currently struggling to make ends meet. This means that she is trying to borrow money from relatives or from her savings. In addition, her savings have been depleted due to this situation, even to the point of having to use her emergency fund and that of her family. In fact, she does not want to borrow money because she still feels that she can stand on her own two feet.

However, these uncertain circumstances forced her to do so.

There are no plans to leave the company, as she said that she joined because her sibling helped her. At the time, the company was in need of workers due to a large workload, so she immediately applied for the job and joined the company. This demonstrates that he is very enthusiastic about working and wants to have his own income to supplement his family's needs and help his wife meet daily expenses, as his position at the time was that his wife, Ibu Eni, was working at another company, but that company closed down. Ultimately, he had no choice but to look for another job, and eventually found this company, where both of them ended up working in the same company but in different departments.

This situation was unforeseen, causing Mrs. Eni to feel that her life had undergone significant changes. However, she stated that she would accept it as it is. With a strong religious background, she strives to think positively about what she believes in. As stated in the following quote.

“Until now, I haven't felt stressed because, thank God, I still have enough to meet my needs. Provision will always be there; just leave it to God.”

So, she is currently just waiting and hoping for news from the company. If she receives information about work, she will go to work. If there is no information, it means she will not work and will not receive any income, and she will return to being a housewife as usual.

#### **G. Mrs Lailatul Istiqomah (36 y.o)**

Mrs. Lailatul Istiqomah, better known as Mamah, is an employee of CV X who is facing uncertainty. She currently lives with her husband and three children, but her eldest child is currently studying at a boarding school. Mamah chose to work to help her husband meet their daily needs, as he was also facing uncertainty at his company at the time. Known as a calm and quiet person, she is currently working in the screen printing department.

Mamah's family income comes from two people, namely Mamah and her husband. She said that she receives Rp 2,000,000 from her husband, as stated below.

"Yes, it's me and my husband. My husband works at a spoon factory, and thank God, his job is secure. The pay is indeed low, as it doesn't even reach Rp 100,000 a day, usually only Rp 80,000 to Rp 90,000. The factory is located in Dermo Village, Cangkringmalang. From my husband, I receive around Rp 2,000,000 after deductions for his fuel and other necessities."

Based on the statement, it can be determined that her husband's daily income is around Rp 80,000-90,000, so that in one month he can earn Rp 2,400,000-2,700,000. Then, the amount received by Mamah is Rp 2,000,000, meaning that the income from her husband is sufficient to cover daily expenses only, not including other unforeseen expenses or what could be referred to as emergency needs. This is why Mamah wants to help her husband by working as an employee at CV X. During her time working at the company, Mamah stated that she can assist in supporting her family's economy.

Looking at her expenses, she stated that the average is Rp 80,000 per day, as stated below.

"Yes, all my children are still in school. The eldest is in junior high school and boarding school, the second is in elementary school, and the youngest is not yet in school. Daily expenses can reach Rp 80,000 per day, which includes groceries and pocket money for the children."

From this statement, it can be understood that he still has children who are still in school, and his youngest child has not even started school yet. As can be understood, in this situation, he needs a considerable amount of money to meet his daily needs, not to mention giving his children pocket money.

The amount of expenses reported sometimes turns out to be higher when there are unexpected circumstances that require spending money, such as illness and weddings. Therefore, it can be concluded that the amount of expenses mentioned is the minimum amount of Mamah's family expenses.

While working at CV X, Mamah was able to help reduce her husband's financial burden by providing additional income. As a result, according to her, her husband's income could be allocated for basic needs, while Mamah's income was allocated for her children's pocket money. This finding indicates that she heavily relies on her husband's income and her own income for her livelihood.

After further data analysis, the researcher obtained information regarding Mamah's income while working at CV X, as explained below.

"Actually, when production is running normally, the pay is quite decent. I can earn Rp 74,000 a day. I work on one series, which consists of 1,200 pieces, so that's 600 pairs in total..."

The amount of wages she earned was quite high, according to her, considering that the work was not too heavy and she could do it with people she knew.

However, Mamah's economic condition changed because her job was uncertain. As stated in the following statement..

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“However, for now, due to frequent days off at work, my income is insufficient. I have no choice but to borrow money from my relatives to meet my needs.”

Based on this statement, Mamah clearly said that she had to borrow money first, which shows that the decrease in income had a significant impact on her family. This prompted her to borrow money to meet her needs. This was also due to the fact that her children are still young and have considerable needs.

She also mentioned that her income from CV X has decreased significantly, from the usual Rp 300,000–400,000 per week to only Rp 50,000–100,000 per week. She explained that there is no work available, and even when there are materials, they are immediately shared with other workers, resulting in the same wages. This is different from the previous situation where there was a daily target of producing 1,200 pairs of sandals. Thus, it can be seen that this unstable work has a significant impact on the family's income.

She has never received assistance from the village government, but there is a program from the local RT called “uang jimpitan,” which could be her hope for savings in the future. Additionally, she is participating in a savings program for her child who is currently in a boarding school and her second child who will also be enrolled in a boarding school, so these savings are focused on her children's education.

The amount paid is Rp50,000 per week. So she tries to keep her hopes up by saving money despite her circumstances.

Mrs. Lailatul Istiqomah is one of the employees at CV X, working in the screen printing department. Her job involves manually printing the company name on sandals using a tool resembling a wheel called a "gelindingan." Thus, she still uses basic tools. However, she mentioned that she previously worked in the packaging department. At that time, her task was to pack ready-to-sell items into packaging. During her time at this company, she has never faced any difficulties and is said to be able to adapt well with her colleagues. This is because she is a migrant worker who married someone from Dliring Village in Winong, so she chose this company.

Like other employees, she has also been affected by this uncertain situation. This can be seen in the following statement.

"Yes, there is definitely a difference. Before Covid-19, there was still a boss, so work was running smoothly. Then Covid-19 hit, and he passed away, leaving the company in its current state. Production has been slow ever since, and the company remains quiet to this day. Even during Covid-19, there were frequent days off, but there was still work every week."

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Based on this, he compared working conditions before and after Covid-19. There are significant differences, according to him. Although Covid-19 has often resulted in days off, at least one week still requires a minimum of two days of work. However, after the company owner left, the impact was felt greatly because there was less work to do and employees were coming in less frequently.

There are facts as stated by other workers, as follows.

"There is no discussion. Perhaps there is some discussion among employees because we often have days off. So it's just stories. The company never discusses work risks like this."

Based on this statement, the company did not anticipate these changes. Employees only discussed the matter among themselves, not with the company. This was because the owner of the company was considered to be in a different field from that of the employees; the current owner is a doctor. It was not previously considered that the company owner and the child who had been assisting in managing the company for a long time would pass away within a short period of time. Therefore, the sudden change in ownership also serves as an explanation for the changes occurring within the company.

If this job goes well, she is very grateful for her salary because it helps ease her husband's burden in providing for their family. However, when her work situation changes like this, it will have an impact on her salary, as stated below.

“...usually, I keep track of how many pairs I've done, and then I get paid according to that. Sometimes we divide it evenly among friends so that everyone gets the same amount. If someone doesn't come in, then it's different and we can't just divide it into two. So basically, you just count how many pairs you've done and calculate your pay from there.”

The current system has changed. Previously, workers were assigned to complete a predetermined series of tasks, and the number of tasks was equal for all workers. However, due to unpredictable material arrivals, tasks are now assigned on an as-needed basis, meaning that materials are distributed among workers. He mentioned that previously he could complete one series of 1,200 pieces, but now it has been split into two, so he only works on 600 pieces. This significantly affects the wages received. Previously, they earned Rp 74,000, but now it is only half of that, Rp 37,000. He even mentioned that sometimes they don't even receive that amount because the number of workers remains the same but the quantity of materials arriving continues to decrease. The researcher found that if the mother has the intention to leave the company, it is because she feels the significant impact on her economic condition.

From his statement, it was also found that the company has not been able to provide any certainty to date. He had received information from the company that work would resume, but in fact, the company remained closed after that.

When the researcher asked him about his feelings, his first reaction was laughter. As stated in the following statement.

““Sumpek” (laughing). Usually, I can earn my own income from outside and help my family. I mean, even though I already receive money from my husband, I can use it as additional income to meet our daily needs. If I didn't have this, I would be confused and “pontang-panting” (running around frantically).”

Based on this statement, Mamah deeply regrets the uncertain situation facing the company, saying that she feels “sumpek,” which means uncomfortable. She even said that she feels dizzy and “pontang-panting,” which means confused and struggling to find a solution, having to go here and there to meet her needs.

Like other workers, she feels very uncomfortable with this situation, as it affects both her physical well-being and her economy. Life today cannot be separated from economic aspects, but that does not mean everything is related to the economy.

However, the reality is that it is the economy that drives life today, including feelings and emotions.

Researchers also found that despite her uncertain circumstances and the fact that she still has several children with significant needs, she stated that she wants to find a more suitable job. In this context, it is clear that she is fully aware that she cannot simply sit idly by to help her husband meet the daily needs and educational requirements of her children.

Mamah feels that she can only wait at the moment because her circumstances are difficult. She has a child who is only two years old and cannot be left alone or out of her sight. Therefore, she says she can only be patient with this situation. Even the support she receives from her husband and other family members is just to be patient. Despite this, she stated the following.

“It's difficult to get through each day with such uncertain employment conditions. I'm always thinking about what to eat, and most importantly, how to pay for my children's school fees and boarding.”

This statement describes Mamah's life when she experienced this problem. She even had to think carefully about what to eat because she had to calculate everything carefully, as the money she had was already allocated for specific purposes, so she had to budget for food. This situation certainly had a tremendous impact on Mamah and her family due to the uncertainty of her job.

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He even said that for now, many expenses have been cut, especially those that were deemed unnecessary at the time, so they were not purchased. Food has also been reduced in terms of the types of side dishes, which are now simpler, such as tofu, tempeh, and eggs.

On the other hand, when the researcher asked for advice regarding her current situation, she stated that she desperately needed her work to resume smoothly so she could return to receiving her salary and help her husband meet their needs, as well as prepare everything for her child. Therefore, she is hopeful that this situation will end soon because she feels content with her job and the salary she receives.

In her daily life with the uncertainty of employment, Mamah said that she is currently a housewife, waiting for work from CV X. However, the researcher found that she actually still wants to find a more suitable job, as stated in the following statement:

"Yes, yesterday my sister offered me a job at another company, but it wasn't suitable for me because the hours were long, and I would feel bad leaving my children unattended. If there is a job that is only from morning to afternoon, I would be interested."

Based on this statement, it can be understood that Mamah was offered a job by her brother, but she did not take it because she was also confused about how to take care of her 2-year-old child.

She also added that her brother's offer actually had a good chance of being accepted immediately as an employee. However, again, because she still had small children, she thought twice. This shows the conflict between the need for money and the need to take care of her children. The researcher could clearly sense her confusion.

Then, when the researcher asked her about her mental state, she said the following.

“...keep looking for solutions. Now I am even more motivated to find another job that is more suitable, because my children are still young. So, I don't feel like not working.”

Based on the statement, it can be understood that he is eager to leave this uncertain situation and seek a more suitable job, as his family circumstances remain challenging—he has two children still in school and a two-year-old child.

He also mentioned that he does not wish to leave CV X immediately, as he has a child who requires more attention due to his young age of two years old. Additionally, he has not yet felt comfortable with the job offers from his siblings, as the working hours and location are quite far from his home. Furthermore, he expressed that he would find it challenging if the location were far, as the commute would be tiring.

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In the end, this situation forced Mamah to borrow money from her relatives. Based on the researcher's observations, Mamah's house is close to her husband's family, so she dared to borrow money to meet her daily needs. She did have a savings account, as a precaution in case something unexpected happened. The researcher's observations supported this finding.

“....Now, the important thing is how to manage and cover it up.”

The statement above accurately reflects the situation, where borrowing money is used to cover expenses temporarily, with the repayment to be addressed later. This means that meeting daily needs is extremely difficult and requires borrowing money. When her husband receives his salary, it will be used to repay the borrowed amount. Thus, the woman resorted to borrowing money to meet her daily needs. Additionally, she is hopeful that the company CV X will return to normal operations, so that this cycle of borrowing money to cover expenses can be broken.

### H. Mrs Indayati (52 y.o)

Mrs. Indayati, better known as Mrs. Inda, is a female worker with extensive experience, particularly from CV X. This is supported by the fact that she lives very close to the company's location.

As a result, she has a closer relationship with the company owner. This is also evident from the researcher's observations of her relationship with the company owner. She currently lives with her husband and one child. She actually has another child, but he is married and does not live with her. She is known as a kind and friendly person to everyone.

Mrs. Inda no longer has any children in school, so she focuses solely on meeting her daily needs. As stated below.

“I have no dependents. I have two sons, both of whom are working and married. One lives here, and the other lives in another village. I spend at least Rp 50,000 per day on groceries and snacks for my grandchildren.”

Based on this, it can be seen that Mrs. Inda's expenses are not as high as those of other workers. This is because she does not have any children to support or other responsibilities, so she only focuses on daily expenses and giving pocket money to her grandchildren. This is interesting because Mrs. Inda provides a different classification of informants from the previous ones. In addition, she answers as if she does not have any heavy burdens in her life.

An interesting finding by the researcher was that Mrs. Inda's husband also works at CV X, but in the same department, although his duties are different. Based on this finding, it can be seen that their incomes are very similar, but she did not explain the exact amounts. She only explained as follows.

“It’s never added up. Whatever I get, I use it right away for shopping, daily needs, and food. If there’s no money, I work again to earn more. That’s how it is for me. But, thank God, I’ve never been short of money until now.”

Based on this statement, it can be seen that she feels that her daily needs are fully met by working at CV X. She even added that she is still able to set aside some of her income for other needs. However, her basic needs, such as clothing, food, and shelter, are fully met.

During times of job uncertainty, which results in a decrease in her income, she still feels that she can meet all her needs. Considering that she and her husband are both employees at CV X, she should feel that the impact of the income reduction would have a significant effect on other aspects of her life, as experienced by other employees as explained above. This provides more interesting data for the research conducted.

It is clear that despite experiencing difficulties, he does not consider them to be such. This is supported by his statement below.

“Yes, we both work there, we both experience problems, so we just accept it together. The important thing is that we can still eat.”

She has never received any assistance from the government, nor does she have any side business. She casually replied, “I don’t have any other business. I just take care of my grandchildren.” This statement shows that she does not consider this problem to be difficult because she has never felt that she lacks anything. From the researcher’s observations, it was found that Inda’s family is indeed a middle-class family.

From this, it can be seen that Mrs. Inda does not believe that this problem will have an impact on her economic condition. In fact, she believes that her sustenance is already predetermined and she expresses this with a smile. This means that she has surrendered herself to fate but does not want to be overly ambitious in her life. On the other hand, her children, who already have a good life, may be influenced by this situation. This is because, according to the researcher’s findings, workers facing uncertainty tend to continue seeking solutions to help meet their daily needs and those of their children.

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Meanwhile, Inda no longer has children to support, so she simply said that there was obviously a difference due to her reduced income, but she did not seem too bothered by it.

Mrs. Inda is a senior employee at CV X. She has been working there for 25 years, since 1999. She can even recount the history of the company as follows.

"This company was established in 1991. Initially, it was just a home-based business, and the location remained the same. The number of employees has always been high, with around 100 workers. However, only a few senior employees remain, around 50."

"At that time, the company not only produced sandals but also briefly manufactured tofu, though with fewer workers. The production was located within the company premises but not directly in the sandal production area. They also made raffia ropes. Essentially, whatever the father could take on was done to keep the business running. The shoe business was his son's venture, but it has since struggled because there was no one to manage it, and the son has passed away."

In addition, he also explained his close relationship with the company owners as follows.

"So, I used to work for the main company there. And because "China e knew me well," I said, "Sir, I want to work," and I was immediately told to come in. So, I wrote an application, submitted it, and was accepted.

Here, even if you are old, you can still get a job at a company, regardless of your educational background. The main thing is that if you really want to work and are enthusiastic about it, just go for it."

He referred to the company owner as "China," which proves that he is well known by the owner, because such a nickname is not used casually, especially when it comes to the relationship between employees and company owners.

He said that the company was experiencing uncertainty due to several factors, as follows.

"It's definitely different. Before Covid-19, work was smooth, employees always came to work, and there was a lot of work. However, when Covid-19 started, we often had to take time off because the situation didn't allow us to work. It wasn't just this company; all companies had to close. It's even more difficult now. When Covid-19 started, we didn't get any orders, so we had to take time off."

"At that time, there was Mr. E, who was the boss, and it was good because there was always work. Now, it's the children who are in charge, so the company here is run by the children, and the main company is also run by the children. So, if they take a day off, they just take a day off; no one looks for orders. Back then, the boss would find work for us, so whatever could be done here was brought here. Now, if there's no work, we're just left like this, so we don't work." Additional comments from Mrs. Inda.

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Based on the statement, it shows a difference in working conditions, which were initially smooth, even to the point of being described as very busy, meaning that there were also a lot of orders coming in. However, starting with the onset of COVID-19, things began to decline, with frequent days off, and the peak of this decline occurred after COVID-19, when the company owner passed away. This response was delivered in a gentle tone, as if indicating Mrs. Inda's resignation toward the company, as she believes the company is also struggling to manage the situation due to the current company owner not being qualified for the role.

The researcher also found something very important: despite the company's uncertainty, there were no protests from the workers, as mentioned earlier. The absence of special requirements from the company allowed all workers to understand the company's situation, and even though they were facing difficulties, no protests were held. From this, it can be concluded that the company does not impose special conditions like other companies, so the workers in this company are those who genuinely need the job and have a strong work ethic.

Like other workers, she said she could only wait for the uncertain job situation to improve. Even as a senior worker, she did not dare to leave the company, as stated in the following statement.

"Just wait, because later I'll get scolded by "China e." I'd rather not go to work and just be watched, because his house is right next to his office. It's also because they're so close."

Based on this, he highly respects and honors the company owner. In addition, because his house is located right next to the company, he feels uncomfortable asking for permission to take time off work. He also received information from the company that the current uncertain conditions remain unpredictable. Due to his close relationship with the company, he was able to convey that the company had stated, "If you want to work, feel free to work; if you don't want to work, that's fine too." This indicates the company's extremely critical condition.

When the researcher asked about differences in economic conditions, assuming that uncertain work conditions would affect income, which in turn would impact the fulfillment of daily needs, she responded that the most important thing was still being able to eat, as she no longer fully bears the responsibility for her children's needs since they are all married.

Mrs. Inda does not feel severely lacking or that there are significant differences regarding this issue, but she cannot deny her feelings. As she stated in her response:

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“I accepted it as it was (while laughing). I'm already old, if I were younger I would look for another company that is more stable. Because it's difficult to find a job nowadays.”

This statement is contrary to the initial findings of researchers who showed that this uncertainty did not have any impact. Indeed, Mrs. Inda did not feel any economic difference because she no longer had children to support and her economic background was quite stable. However, in terms of feelings or emotions, she felt the impact, even though she answered “accepted as it is,” but this statement was accompanied by laughter, indicating that this condition had a significant impact on Mrs. Inda's emotional state. This is further reinforced by the following statement.

“The most important thing is that work can run smoothly again, thank God.”

The answer implies that she really wants to work. Another finding by the researcher is that she feels happy when she can meet her friends at work because she can chat with them. Therefore, she really hopes that her work will return to normal.

Additionally, the statement above also indicates that Mrs. Inda actually has a high work ethic. She has been in the workforce for a considerable amount of time, which makes her feel uncomfortable when she is not working. She tends to rely on God, as evidenced by the following statement.

“Just accept it as it is, because the situation is the same. God willing, sustenance is already provided.”

This encouragement was constantly emphasized to her, so that she felt calmer in facing uncertainty. She also said that she received encouragement from her husband, who works at the same company, so that it was clear that she and her husband strengthened each other. She even stated that even though conditions were difficult at the moment, she had to believe that sustenance would always be there, even from unexpected sources. She strongly emphasizes self-suggestion through faith in God, so that the capital she emphasizes is the capital of faith. The researcher's observations support this statement by observing that she is someone who is devoted to her beliefs.

In facing this uncertainty, Mrs. Inda focuses more on staying at home and taking care of her grandchildren. She actually received other offers for home-based work, such as picking bottle caps or sorting bottle caps. However, she stated that she cannot take those jobs because she is no longer able to do so. This is influenced by her declining physical condition due to her advanced age. Therefore, it can be said that she wants to enjoy her golden years by taking care of her grandchildren while helping her children. The researcher found that all of Mrs. Inda's children are working, which helps in taking care of her.

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She added that under these circumstances, she wanted to leave the company due to her declining physical condition and advancing age. She did not want to force herself to continue working. She also did not take on any side jobs because of her declining physical condition. Indeed, she hopes to be able to return to work normally, as she feels that the job at CV X is very suitable for her and she feels comfortable working there. Therefore, when the researcher asked her whether she would prefer to leave the company or stay, she chose to wait. As she stated in the following statement.

“If you are told to work, then you go to work; if not, then it means you have the day off.”

In fact, he also knew that the company offered other jobs that could be done at home, as stated below..

“Yes, there is, installing handtags, clips, and screen printing, but I never took it because it's not my position.”

She did not take it because it is not part of her current job, besides that, she also said that this job is available when the company has work.

So, this work is additional work that can be given to outsiders or to employees who are capable. However, due to Mrs. Inda's declining physical condition, she does not take on this work.

To meet her daily needs, she divides her money directly, meaning that whatever amount she has is divided according to her needs, as stated below.

“To meet our needs, it has already been divided up, so before we receive our salaries, we already know what it will be divided for. So, when we receive our salaries, we already have specific purposes for the money.”

Based on this statement, it can be seen that he has his own technique of dividing money according to needs. He also explained that this way, all needs can be met, even though sometimes some things have to be put on hold because they are not yet necessary or urgent. So, even though his expenses have decreased significantly, he feels very secure because of the money distribution system he has implemented.

### I. Mrs Suliati (43 y.o)

Mrs. Suliati is an employee in the screen printing department. She is a fairly senior employee in this company, even though she is only 43 years old. This is because her house is very close to the company; in fact, her house is right next to the company.

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She currently lives with her family, including her husband and two children, but her eldest child is married and still lives with Mrs. Suliati. She is known as someone who talks a lot and enjoys chatting. Her goal in working is to help her husband meet their daily needs.

In Mrs. Suliati's family, there are four working members: Mrs. Suliati, her husband, her child, and her son-in-law. All of them are employees, but Mrs. Suliati's husband currently works as a "clown." Although almost all family members work, Mrs. Suliati says it is very difficult to meet their daily needs. This is because all the jobs are unstable. Her husband's income as a "clown" depends on how many hours he can work and how much he can earn by performing. Additionally, her son and daughter-in-law work at other companies, but their income is also uncertain as they are casual workers. Mrs. Suliati mentioned that her son and daughter-in-law earn Rp 400,000, which is immediately used for milk and diapers. She added the following:

"Sometimes they ask me for snacks, and I can't bear to say no when they ask and I don't have anything to buy them. They also ask me for pocket money to go to Quran classes, and I give it to them."

Based on this, it shows that the money for the children's snacks is actually expected to be provided by the children and their spouses, but she feels unable to refuse and ends up helping with the snacks as well, despite Mrs. Suliati's dire financial situation, as stated in her statement below.

*"Atok sakolo entek sakolo. So, whatever amount is received will be spent immediately because there are many needs and little income. 'The money is just passing through.' If my husband is not working, I also tell him, and sometimes we even argue with him, but if we don't do this, we won't have any money."*

From this statement, the researcher could clearly see the difficulties faced by Mrs. Suliati, especially the meaning behind the phrase "Atok sakolo entek sakolo." This means that the money earned in one day is spent on that day, so for the next day, there is no guarantee of income, whether from Mrs. Suliati's husband or herself. She explained that the biggest expenses are for daily necessities, as there are six people living in the house, but the income is not proportional to the expenses. Additionally, Mrs. Suliati still has a child in junior high school. Furthermore, because her children and son-in-law are facing issues with their jobs, Mrs. Suliati and her husband have to take on the burden of helping to meet the needs of their grandchildren.

Another finding by the researchers was that Mrs. Suliati's income from this company, if her work was normal, was quite high, amounting to Rp 100,000-130,000 per day. Therefore, if total, she could earn Rp 3,000,000-3,900,000. According to her, this salary is very large for her and greatly helps meet her family's needs. She even mentioned that it would enable her to marry off her child. Therefore, she is very dependent on this job and really hopes that the company can return to normal operations.

She currently receives assistance from the government in the form of rice, but she feels confused because the assistance is not provided regularly. As she stated in the following statement.

“Yes, I receive rice aid, but only occasionally. Last month I received it, but the month before that I didn't. I don't know why it's like this, alternating. Since the village head changed, I haven't received it anymore. Because I actually heard from the operator who distributes the assistance that I should receive it, but it was changed so that I didn't get it. I should continue to receive it, because my economic condition is like this—I have children in school—so receiving this PKH assistance is already a great blessing.”

Based on this statement, she really hopes to receive PKH assistance, as it would ease her burden, especially in purchasing rice. Currently, rice prices have begun to stabilize, but they are still quite high, and she needs enough rice for six people, so this assistance is very meaningful for Mrs. Suliati. From this statement, it is clear that she really hopes to receive assistance from the government or even anyone else.

In fact, she also said that she would gladly accept any assistance offered. This shows how difficult the economic situation is for Mrs. Suliati and her family. In addition, she also found differences in current expenses, as stated below.

“Yes, there is definitely a difference. In the past, I had my own money and could buy this and that, but now everything is restricted. If my husband doesn't go out, I can't do anything either.”

Based on this statement, the family's income currently depends entirely on the husband. She also explained that if her husband refuses to work, the family will not be able to eat or meet their basic needs. Furthermore, she revealed that the husband's refusal to work has led to arguments with Mrs. Suliati due to the unstable situation. The unstable economic conditions make it extremely difficult for Mrs. Suliati and her family to do anything, as the money earned is immediately spent, leaving nothing for other necessities.

Mrs. Suliati has been working at CV X for over 10 years, and she mentioned that she started working right after graduating from school. However, she took a break after giving birth to her second child, who is now in junior high school. At that time, she found out about the job opening by directly asking the company, as the location is very close to her house, with the company even being right next to her home.

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Then, she wrote a job application letter and was called back to work.

Currently, she works in the screen printing department, but she has held several other positions, ranging from assembling to packing. She explained that of all the positions she has held, she has worked in the screen printing department the longest. She has even been with the company since it was still producing tofu and raffia, as stated in the following statement.

"Indeed, this company started out as a tofu and raffia rope company. Actually, before it was here, the company was located in (mention the previous location of the company), where it had a contract. Then, it moved here and shifted away from tofu production. This was in the 1990s. At that time, there were only three female workers, and the rest were all men. The total number of workers was also not very high, possibly under 20."

Beliau She explained that when she worked at the tofu factory, she was in the tofu cutting section, and when she worked at the raffia rope company, she was in the cutting and quality control sections. This shows that even though she is not yet old, she is considered a senior employee because she has a lot of experience and has followed the company's development since its inception.

With this experience, she can share many stories about the struggles of the company's owner. She is a witness to the company's struggles to establish and grow, as she mentioned that the company's owner was actually an employee at the main company of CV X.

When purchasing the land here to establish CV X, the company owner even lived in a boarding house and paid for it in installments. Later, he received a loan from the main company, whose owner is a personal friend, and the company has been operating ever since. He even knows that the wife of the company owner is just a seamstress. Mrs. Suliati knows all of this because she has been working there since she was still in school.

Mrs. Suliati feels very comfortable with this company because she has been helped since she was still in school until now. She has spent a long time at this company, but this is the first time she has experienced such severe difficulties. As she stated in the following statement.

“Since I started working here, this is the worst it has been, especially since my father passed away. Now his son is in charge, and he doesn’t seem to be able to handle the responsibilities of running the company. Even during the COVID-19 pandemic, we were still able to work here, and the company continued production...”

“My father was even willing to beg the head office or other companies that were affiliated with ours. He was a firm person and always made sure the workers could keep their jobs...”

Based on this, Mrs. Suliati came to understand the struggles of the company owner, who called her brave for “begging” for work so that his company could continue operating.

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However, in reality, her son is unable to inherit his father's methods. This has caused the company to frequently close and its employees to experience uncertainty. Mrs. Suliati also explained that this is the first time such a problem has occurred and that it has never been this severe since she started working at the company.

In fact, Mrs. Suliati explained that she had worked but not for a full day, as the materials that arrived were only a small amount, as stated in her following statement.

"Yesterday, I also just left for work, but because there were only a few materials, I worked for a while and then went home. The company here cannot determine how many materials to request because it depends on the main company, so we just take what they give us. The boss here is also confused about this situation, especially considering the number of workers."

From this statement, it can be understood that the materials arriving cannot be confirmed, so the current working hours cannot be determined. She added that she is still grateful to be able to work, regardless of the number of hours, as she will still be paid, even if it is far from her previous wages. However, despite these circumstances, Mrs. Suliati has no desire to leave the company, as she is aware that, given her age, it would be very difficult to find another company willing to hire her. Therefore, she can only wait.

The uncertainty of this job causes Mrs. Suliati to suffer greatly, as she explains below.

"It's so sad, I feel really down. I want the company to be successful again like it used to be. I always wait for the car to arrive, so I don't check WhatsApp. When it arrives, it means I can go to work, that's all."

Based on this statement, she was willing to wait for the delivery of the materials and continued to check on it every day. So, her sadness was clearly illustrated by her actions.

Additionally, in these difficult circumstances, Mrs. Suliati often argues, as meeting daily needs depends entirely on that day's income, and it remains uncertain what funds will be available for the following days. She also added the following:

"Sometimes when my husband is sick or tired and doesn't work, there is automatically no income that day. I try to save small amounts of money, but if we need more, I take the savings and it runs out."

Based on this statement, we can understand the difficulties faced by Mrs. Suliati and her family. She even went so far as to argue with her husband just to be able to provide for her family, because if she didn't, Mrs. Suliati and her family would not be able to eat.

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When she found out she would be starting work, Mrs. Suliati was very happy, even though she did not yet know whether she would be able to work full days or not. This is reflected in her response below.

“Then, he said he would start in two weeks. Hopefully, he will be able to start on time and not be delayed until the following month.”

The response indicated that Mrs. Suliati had been eagerly awaiting this news. She also mentioned that she had previously received the same information, but it was only delivered once, and she hoped that the payments would resume normally.

Additionally, the lack of discussion or preparation regarding this situation has left Mrs. Suliati feeling deeply disappointed and confused about how to meet her daily needs. The PKH assistance is of great significance to her and her family, and she hopes to continue receiving it for the time being, as she stated in her response below.

“I should be able to continue receiving it, because the economic situation is like this, I have children in school, so receiving this PKH assistance is already a great blessing.”

On the one hand, this answer made Mrs. Suliati feel greatly helped, but on the other hand, it meant that she would continue to depend on assistance. However, she has now taken on another job picking chili peppers. This is her response to the uncertainty and minimal income, so she is doing this.

In addition, she does this because she still has children who are in school, so she does not simply give up hope.

In fact, Suliati has quite a heavy burden on her mind, as the following answer shows.

“Come to think of it, if there's junk, just look for junk too.”

This was due to uncertainty and confusion about her job situation. On the other hand, she needed money to meet her needs, which led her to consider scavenging. This job is similar to that of a scavenger, which is considered a very low-status occupation, as she herself said. However, she did not do it because she was concerned about the views of her family and others around her.

Currently, Mrs. Suliati can only wait for further developments regarding her job at CV X while taking on other part-time jobs, as stated below.

“If I just wait, if I don't know whether I have work or not, I'll take the chili peppers. If I have work, I'll leave later. Because I'm stuck, the important thing is not to just sit around.”

She still has a strong work ethic because she has dependents and sees that her family's economic situation is still not prosperous, even though everyone is working.

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Picking chili peppers was chosen because this work can be done at home, allowing Mrs. Suliati to look after her grandchildren while her children and son-in-law are at work. She explained that the income from picking chili peppers is not much, but she still does it. The following are the details of her income from this side job.

“So, one sack costs only Rp 20,000, which is half a day's work. Then, if the chilies are good, I can get Rp 30,000. I usually take 1.5 sacks, sometimes just one sack, but if there isn't enough, I don't take any, because everyone fights over it there.”

This step was taken by Mrs. Suliati because she did not want to leave the company due to her age, which made it difficult to find another company that would accept her. She also said that she did not want to just sit idly by while her and her family's condition continued to deteriorate. Therefore, she took on this side job to at least be able to meet her family's basic needs.

Up until now, what Mrs. Suliati has been doing is borrowing money from the bank to help cover daily expenses. As stated in the following statement.

“It's time to pay bills, pay for school and bank loans. Thank God, I'm almost done paying off my loans at the Islamic bank, with only a little left at the commercial bank. If I didn't do this, I would have to keep digging myself into a hole. The important thing is that my needs are met.”

This step was taken by Mrs. Suliati out of necessity because she did not have any emergency funds or savings to cover her daily needs. With a job that has no fixed end date, she finally decided to take out a loan, even from a mekar bank. Loans from this bank are known to be difficult to repay due to their high interest rates. The researcher's observations support this finding.

In fact, she was aware of other work opportunities from a company that could be done from home, but she did not take them, as stated in the following statement.

“It's there, but don't take it because it's not part of the order and someone else is already working on it. Put a price tag on it. The people who take it are regular customers of the company.”

In addition, this type of work also arises when a company has a project that cannot be completed in-house due to tight deadlines, so it requires workers from outside the company who are willing to take it on.

Furthermore, Mrs. Suliati did not take any actions such as demonstrations, as she was aware that the company was facing unforeseen circumstances and recognized that it was a small company. She mentioned that the company operates with a flexible system, without strict requirements or rules that she found burdensome.

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Unlike other companies that are stricter and place greater emphasis on the professionalism of each individual, she simply waits until the moment arrives. If she hears that a vehicle carrying materials has arrived, she prepares herself to work; if not, she continues picking chili peppers.

Mrs. Suliaty's resignation is evident in the following statement.

"I just surrender to God. What else can I do? I pick chilies so that I can still earn some money, and I pray continuously that the company will return to normal. It is difficult for young people to find work, let alone someone like me, so I have to accept it and look for other jobs. The main thing is that I don't want to be unemployed, even though chilies don't earn much, at least it's some income."

Mrs. Suliaty's resignation was accompanied by her decision to take on a side job to ensure a steady income. This was her response to the uncertainty of her company. However, she did not give up hope. She wanted to continue working and help her husband meet their daily needs by doing whatever work she could find. She also added that she is not picky about the type of work, as long as it is halal and something she can do, she will take it.

### J. Mrs Sri Widayati (50 y.o)

Mrs. Widayati, better known as Mrs. Wiwit, is a female worker who experienced job insecurity.

She is a female employee who currently holds the position of supervisor at CV X. It is not without reason that she occupies this supervisory position, as she is known to be very meticulous and loyal to the company owner. Currently, she lives with her husband only, as all of her children are already married. He is known as an active person who enjoys interacting with everyone. This is also reflected in his side business, which involves selling clothes, a venture that has been successful and well-known for many years.

Mrs. Wiwit works to help her husband meet their daily needs. Additionally, research findings indicate that Mrs. Wiwit has been working for a long time, as she was once a widow and had to support herself and pay rent. However, she has since remarried a man from the village of Dliring and now lives with her husband. This is further confirmed by the following statement.

“My husband and I, if we don't work, we can't eat. We earn around 5-6 million rupiah a month, sometimes more if my husband's massage business is busy, so besides working at the company, he also works as a massage therapist.”

Based on the above statement, it is clear that he is well aware that if he does not work at this moment, he will not be able to eat. This statement is based on his experience of having to support himself all this time.

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In addition, from his response, he revealed that his family's income reaches Rp 5,000,000-6,000,000. His husband works at a nail company and is a massage therapist.

For current expenses, he still has one child who is still in elementary school, but his other child is already working and even married. Therefore, his expenses are as follows.

"Daily expenses are usually Rp 100,000 per day, which includes meals and daily necessities. This is also because our children are no longer living here, so it's about that much for my husband and me."

According to her, these expenses are normal for her daily life, even though she lives alone. In addition, the researcher also found that Mrs. Wiwit has extensive experience as an employee and is currently even a supervisor. She is very dependent on her income as a worker. This is also the case when she experiences problems at work, such as frequent days off, as is currently the case. She explained this as follows.

"That's right, there is a noticeable difference. But fortunately, my husband's job is stable, so we have a steady income every month."

From this statement, it can be seen that there are significant differences, especially in terms of fulfilling daily needs.

With the background of Mrs. Wiwit being an independent woman, this situation has made her feel affected by the frequent absences. However, her husband is currently still working and there are no issues regarding his salary or employment, so there is still an income available to cover their daily needs.

Mrs. Wiwit has never received any assistance, whether in the form of money or goods, from the government or other sources. It is also mentioned that she currently does not have BPJS (health insurance) despite having worked at CV X for a long time. However, she is aware that the company is not large, so there are no employment benefits such as BPJS, and only a company-provided private doctor is available.

When she first joined the company, Mrs. Wiwit was directly invited by the company owner. At that time, both Mrs. Wiwit and her boss were employees of a company in Surabaya. She mentioned that she was directly invited to work at that time, so she did not apply, as her boss already knew her. From this, it can be inferred that there was a good relationship between the boss and Mrs. Wiwit from the beginning. In fact, Mrs. Wiwit also shared that she felt like the boss's own child, as when she had issues with other employees, the police were called to protect her.

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Ms. Wiwit also acknowledges that she is a pioneer and the “mother” of this company, as stated below.

“I am like the “mother” of the company. I have also been transferred to different departments, from packing to production, I can do everything, even office work, because I have worked in all departments. The most important thing is that I can help the company. I am the oldest employee there, because I was one of the pioneers of this company.”

Based on this statement, it is not wrong to call Mrs. Wiwit a pioneer at the company. She also added that she has been working at CV X for 30 years. She has a wealth of experience in various positions, which shows that Mrs. Wiwit is someone who is capable in many fields. She also added that she experienced the early days of the company when it was still a small company producing raffia and “serowol” sacks. Thus, she has gone through many hardships in the company's journey to where it is today.

During her time at CV X, Mrs. Wiwit stated that she has never encountered significant difficulties. She is the type of worker who tries to resolve issues on her own first, and if she is unable to do so, she reports them to the company for further handling. This is why Mrs. Wiwit was trusted to hold the position of supervisor at CV X.

On the other hand, she really likes working at CV X because she thinks the company environment is very good. She sees that the workers can work well together, and she even mentions that the workers are easy to manage, so everything runs smoothly. Any problems can be resolved quickly. This is what motivates Wiwit to continue working.

However, the company's conditions have changed since the COVID-19 pandemic and the departure of the company owner. Work has become uncertain and there are frequent days off. She explained the reasons for this as follows.

"...Perhaps marketing is down, they are less sophisticated, less competitive, less agile. Because, of course, for a company that produces goods such as sandals, marketing is the most important thing. Then, suppliers are also very important to consider. If these two basic things are not working, then the company cannot produce anything. The company also cannot run its production if the materials do not arrive completely, so everything must be complete, starting from the basic materials to the supporting materials.

Based on this statement and from the supervisor's perspective, he is aware that this issue is caused by marketing not running as it did previously, due to the Covid-19 situation and increasing uncertainty. In addition, Ms. Wiwit is also aware that this issue has arisen because the goods that have been produced are still in the warehouse, so production cannot resume until the old products have been sold. Pandangan ini

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This view is more reasonable and acceptable from the perspective of other workers, as Ms. Wiwit can be considered an "insider," so what she said is based on her direct observations.

The researcher also found reasons why this company has uncertainty issues. Ms. Wiwit said that there are currently global economic problems. She sees this as a result of Covid-19, which has made it difficult to market products as well as before.

She also provided examples from other companies that are considered large and offer high salaries. However, after the Covid-19 pandemic, these companies are also on the brink of bankruptcy. This reason is very interesting for opening up the issue from a different perspective. Ms. Wiwit revealed that from the beginning of her employment, there had been no prior discussion regarding efforts to anticipate issues such as this. As stated in the following statement..

"There was no prior discussion. Since I started working there, it had never been this bad. Since the start of COVID-19, there have been holidays, and now everything has come to a halt. Orders and work have dropped, and the global market is also not functioning properly."

According to her, this uncertainty is very serious and has an impact on the workers. She, as a woman, realizes that the company did not predict this because it is considered a small company and is not a manufacturing company.

Another finding of the researcher was that Mrs. Wiwit had once planned to leave the company, but she was strongly discouraged by the company owner. Due to their close relationship, Mrs. Wiwit eventually reconsidered her decision and chose to remain at the company. This was also the case when she faced the current uncertainty. She stated that she no longer had any intention of leaving the company, as she deeply respected the company owner who had provided her with various benefits. Additionally, she is aware that at her current age, it would be very difficult to find another job. She recognizes that the current job market competition is focused on IT skills, and she feels she would be at a significant disadvantage if she had to learn new skills again.

She still holds great hope that the company will return to normal operations, as evidenced by the following statement.

“Hopefully, the company will run smoothly again, so that the economy can stabilize. It doesn't need to improve, but stability is enough. The important thing is that we can make a living.”

Based on this statement, it can be understood that she feels affected by this situation and wants to work again. This is also because she cannot just sit around, even though she is no longer young, but she wants to continue working and earning her own money to help ease her husband's burden.

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Like several other employees, Ms. Wiwit has been greatly affected by this uncertainty, even going so far as to say the following.

“It is certainly sad and concerning, as it greatly affects the economy. We must accept the situation as it is; there is no one to protest to.”

Based on this statement and considering that she previously said that her daily needs were still being met by her husband, she still feels sad and concerned about the uncertainty of her job. This shows that the impact is significant enough to make Mrs. Wiwit feel uncomfortable.

The concern mentioned in the statement shows that she is very shocked and still cannot believe what is happening. She believes that the company is very good and has a strong sense of unity among its employees, so it is unreasonable for such issues to arise.

She also added that with her husband's encouragement, despite their advancing age, this is what motivates Mrs. Wiwit to accept the situation. Additionally, she has received support to remain patient. It is stated that with such support, she feels more at ease and less overwhelmed.

Researchers also found that Wiwit's mother is still trying to accept this condition, as stated in the following statement.

"Like it or not, you have to accept the situation. So you have to be patient in dealing with it..."

Based on this statement, it shows that her adaptation process to this uncertain situation is still ongoing. Additionally, her acceptance of this situation seems to be forced. This is indeed an unexpected issue for Mrs. Wiwit, who had previously trusted this company to be the foundation of her livelihood.

Currently, all she can do is wait for the company to make a decision, and she has no desire to rebel or fight against the company. This is because the researcher found that Mrs. Wiwit is very respectful of the company because she has been helped a lot and given opportunities in various positions and fields within the company. In addition, she also feels that she is treated like a mother at the company, which makes her feel that she must be able to take on other jobs as well. She is facing this issue with maturity, by being patient and starting a business to continue working. Although she mentioned that she now spends more time with her husband at home.

Mrs. Wiwit's closeness to the company owner has made her like a "mother" to other workers. She feels comfortable with this. dan dikatakan juga akan sangat senang jika dirinya

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She also said that she would be very happy if she could be useful to the company or other employees. She is known as someone who is capable of performing her duties and functions well and has a high sense of responsibility. It is not surprising that she was appointed as a supervisor and is very "cherished" by the company. Therefore, in this situation, she is sad but must remain professional so as not to cause problems in the company environment.

Mrs. Wiwit is at an age where she should be enjoying her retirement, but she feels that she is unable to do so due to the uncertainty of her work situation. As a result, she started a business selling clothes to maintain an income despite the unpredictable nature of her work. She mentioned that the income from selling clothes is sufficient to help her husband meet their basic needs. She explained that the business takes orders from neighbors or fellow workers, using a pre-order system. Once an order is placed, Mrs. Wiwit will find clothes that match the request.

However, she said that the business is not running smoothly, but there are certainly challenges, as stated in the following statement.

“...Nowadays, many people just buy things online, so this is also a challenge for me. It's not like before when it was always busy. In the end, I just take orders, like if someone wants a shirt like this, I'll find it for them, whether they're from the village or a company. Before, I used to be overwhelmed with orders from people, but things have changed since COVID-19.”

Based on this, she said that she had been overwhelmed by the large number of orders. However, since Covid-19, many people have chosen to buy clothes online instead. As a result, Mrs. Wiwit's business has experienced a decline in sales. She does not produce clothes herself, but buys them from a store and resells them. Therefore, she said that the capital required is quite large.

Additionally, she is aware that the clothing business is not always smooth, as clothing is not a daily necessity. Ultimately, Mrs. Wiwit stated that this business is only a side hustle. However, her name is already well-known among the community and workers, so she hopes the business can run smoothly, allowing her to maintain a personal income and support her husband.

Another finding is that no one has offered Mrs. Wiwit any job opportunities. As mentioned below.

"No, because I'm old, the company definitely won't want me. Nowadays, age is the main issue; if you don't fit the age requirement, you won't be accepted."

She realized that at her age, it would be difficult to get hired at a company. Therefore, Mrs. Wiwit chose not to leave CV X and instead decided to be patient and wait while running her home business.

On the other hand, she also feels quite calm because her husband's job is not experiencing any problems, so there is still family income that can be used to meet daily needs, even though the company's condition is still unpredictable regarding job security. She does not want to worry about this problem, but she took immediate action so that she would not have to stop working completely.

Mrs. Wiwit's response was more often to accept things as they are, which means that she has resigned herself to her situation and has adapted, especially in terms of spending. As found by the researcher, she is an independent mother who does not want to sit idly by, and her mindset that if she does not work, she will not be able to eat is very evident in her current actions.

In addition, Mrs. Wiwit has accepted this situation by starting a business. Based on this, it can be seen that doing nothing would only worsen the situation for Mrs. Wiwit and her family, so she chose to start this business as a form of "savings" for herself, so that when problems arise, they can be overcome without having to resort to other measures such as borrowing money or taking out a bank loan. She also mentioned that the "jimpitan" provides a solution to the current economic difficulties. She uses the "jimpitan" as a long-term savings.



Although the amount is not large, she believes that it will be very helpful and beneficial for herself and her family.

Mrs. Wiwit is in a very advantageous position because she is well known by the community, so in village life, this is a huge asset for her to do anything. For example, with this business, she will not face difficulties in building her business because she is already known by people. If someone is looking for clothes, the first place they might go to is Mrs. Wiwit. This is undoubtedly the result of her hard work and dedication, always striving to give her best.

Mrs. Wiwit is also known as someone who is patient and very persistent in her field. As a result, when she delves into something, she understands it quickly and can execute it independently. Her independent nature is highly prominent and supports this finding.

## CHAPTER VI

### DATA ANALYSIS

#### 6.1 Social and Economic Conditions of Female Workers *Experiencing Job Insecurity*

The social and economic conditions of female workers form the basis for their decision to work. As we know, life today cannot be separated from these two factors. It is normal for women to work nowadays, given the many movements led by women's groups demanding equal participation in all aspects of life, especially in the economic sphere. While the old paradigm emphasized that women should focus solely on household chores, the current perspective acknowledges that women should also be able to work outside the home. This shift promotes the idea that women need freedom to make their own decisions and achieve greater independence. On the other hand, working women who are married often have the goal of helping to meet their family's needs.

Based on the findings of researchers, trends related to female workers are commonly found in companies located in the village of Winong. Many women decide to work in companies, indirectly influenced by the conditions of the village, which is surrounded by many large companies. The researchers' findings indicate that women who take jobs have their own goals based on their social and economic conditions. This aligns with what Lazarus and Folkman (1984) stated, that individuals tend to seek solutions by doing various things when they feel negative effects or discomfort from their circumstances.

Therefore, it can be concluded that the research subjects chose to become workers rather than something else. They have their own goals for becoming workers. This chapter will explain further about the socioeconomic and emotional conditions of the workers.

### 6.1.1 Classification Based on Income and Expenditure

Before choosing to work, one will certainly consider their abilities and the needs they wish to fulfill. As is fundamental, every human being has daily needs that must be met. There is a term for the basic needs of every human being, namely clothing, food, and shelter, or what is commonly referred to as clothing, food, and housing. Findings from researchers regarding the decision to work show that almost all subjects said they wanted to help meet their daily needs. Thus, mapping the income and expenses of workers experiencing job insecurity is important to determine the differences in their economic conditions.

Tabel 6.1 Female Worker's Income

Name	Source of Income	Amount of Income (per month)
Ibu Sriamah (42 y.o)	Employees, farm workers, domestic workers	Rp 200.000-1.000.000
Ibu Rianteng (50 y.o)	Employees	Rp 200.000-1.000.000

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Ibu Sri Muji Astutik (42 y.o)	Employees, baker	Rp 200.000-1.500.000
Ibu Ruhaidah (40 y.o)	Employees	Rp 500.000-1.500.000
Ibu Hanifah (39 y.o)	Employees and farmer	Rp 500.000-1.000.000
Ibu Kustini (51 y.o)	Employees	Rp 200.000-1.000.000
Ibu lailatul Istiqomah (36 y.o)	Employees	Rp 200.000-1.000.000
Ibu Indayati (52 y.o)	Employees	Rp 200.000-1.000.000
Ibu Suliati (43 y.o)	Employees, chili stem picker	Rp 300.000-1.000.000
Ibu Sri Widayati (50 y.o)	Employees, clothing merchnt	Rp 500.000-1.500.000

Source: Researcher's Processed Data

Based on the income table, it can be seen that the average subject depends solely on employment as a company employee. Even when experiencing job insecurity, as was the case with Mrs. Rianteng, Ruhaidah, Kustini, Lailatul Istiqomah, and Mrs. Indayati.

However, there are also those who take on other side jobs as laborers, traders, and farmers, as do Ibu Sriamah, Sri Muji Astutik, Hanifah Suliati, and Ibu Sri Widayati. The researchers found that workers who do not have side jobs are mostly older, do not have school-age children, hold relatively high positions, and so on.

Mrs. Rianteng is a widow who does not feel she has any dependents and, due to her age, does not take on any other side jobs. This is also in line with what Mrs. Indayati and Mrs. Kustini do. Therefore, they only work as employees at CV X. In contrast, Mrs. Ruhaidah holds a relatively high position as a supervisor and has a husband with a steady job, so she does not wish to take on additional work, as she believes her husband's salary is sufficient to cover daily expenses. On the other hand, Mrs. Lailatul Istiqomah does not take on additional work because she has young children who cannot be left alone while she works.

The researchers mapped the subjects' expenditures as follows.

Table 6.2 Female Worker Expenditures

Name	Purpose Of Expenditure	Total Expenditure (Per-month)
Ibu Sriamah (42 y.o)	daily necessities and school children	Rp 1.000.000-1.500.000

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Ibu Rianteng (50 y.o)	Daily needs	Rp 1.000.000
Ibu Sri Muji Astutik (42 y.o)	Daily needs and school children	Rp 1.500.000
Ibu Ruhaidah (40 y.o)	Daily needs and school children	Rp 3.000.000
Ibu Hanifah (39 y.o)	Daily needs and school children	Rp 3.000.000
Ibu Kustini (51 y.o)	Kebutuhan sehari- hari	Rp 1.000.000
Ibu lailatul Istiqomah (36 y.o)	Daily needs, school children, and babies	Rp 2.000.000-2.500.000
Ibu Indayati (52 y.o)	Daily needs	Rp 1.500.000
Ibu Suliati (43 y.o)	Daily needs, shool children, and in-laws' needs	Rp 2.000.000-2.500.000
Ibu Sri Widayati (50 y.o)	Daily needs and school children	Rp 3.000.000

Source: Researcher's processed data

As shown in Table 6.2 above, the researchers found that there was a correlation between income and expenditure, but there were also discrepancies. Basically, the amount of income was in line with the conditions after experiencing job insecurity. The researchers found that the average salary received by workers under normal conditions was between Rp 2,000,000 and Rp 4,000,000.

Based on this, it can be seen that job insecurity has a significant impact on workers' income, thereby affecting the process of meeting daily needs. The researchers found that daily needs that must be met include buying food, such as vegetables and side dishes, LPG gas, soap for bathing and washing clothes, and children's needs, including pocket money, school supplies, and other activities outside of school.

In addition, researchers also found that the average expenditure was between Rp 1,000,000 and Rp 3,000,000. This difference in total expenditure corresponds to the number of dependents in the subject's household. For example, Mrs. Sriamah lives with her child, so her expenditure is in the range of Rp 1,000,000 to Rp 1,500,000. This is also consistent with the experience of Mrs. Rianteng. Unlike Mrs. Hanifah, Lailatul Istiqomah, Suliati, and others who live with their families, they have significantly higher expenditure, ranging from Rp 1,500,000 to Rp 3,000,000.

Then, this amount of expenditure is also adjusted according to whether or not the worker has school-age children. Researchers found that for workers who no longer have dependent children, their expenses decrease, so they only meet basic needs. This is different from those who still have dependent children in school, whether at the elementary, junior high, or high school level. Researchers revealed that expenses for pocket money and school needs are quite high, even becoming mandatory expenses.

As researchers found from Mrs. Sri Muji Astutik, who still has children in elementary school, she currently gives them Rp 5,000-15,000 per day for school expenses, Quran lessons, and courses. Meanwhile, Mrs. Sriamah said that her children need around Rp 20,000 per day for pocket money and gasoline because their school is quite far from home.

### 6.1.2 Grouping Based on Family and Emotional Conditions

The researchers selected subjects from two different conditions, namely widows and married women, in order to obtain diverse data with different variations, thereby providing different perspectives. This is shown in the following table.

Tabel 6.3 Status of Female Workers

Name	Status
Ibu Sriamah (42 y.o)	Widow
Ibu Rianteng (50 y.o)	Widow
Ibu Sri Muji Astutik (42 y.o)	Family
Ibu Ruhaidah (40 y.o)	Family
Ibu Hanifah (39 y.o)	Family
Ibu Kustini (51 y.o)	Family
Ibu lailatul Istiqomah (36 y.o)	Family
Ibu Indayati (52 y.o)	Family
Ibu Suliatu (43 y.o)	Family
Ibu Sri Widayati (50 y.o)	Family

Source: Researcher's processed data

The researchers' findings regarding these differences provide a different perspective between female workers who are widows and those who are married. As explained in Tables 6.1 and 6.2, income and expenditure are significantly affected by job insecurity. Ultimately, this has different impacts on widows and married women. Researchers revealed that widows like Ibu Sriamah and Rianteng do not feel discouraged from working and taking on the role of family head. Especially Ibu Sri, who has children still in school, she is willing to work in various locations in a single day to earn maximum wages and meet her daily needs. From observations, researchers found that after working half a day at CV X, Ibu Sriamah continues to work as a farm laborer.

On average, subjects took jobs to help meet their daily needs, but becoming a widow motivated Ibu Sriamah and Rianteng to continue working and earning wages to meet their daily needs. Although in the end, Ibu Rianteng was unable to take on other jobs due to declining physical condition due to age. However, the struggle to meet daily needs was carried out with enthusiasm. This situation is also experienced by other research subjects, who, despite being married, often find themselves in a precarious economic situation, or can only meet basic needs. One interesting factor is the discovery of a husband and wife working at CV X, so that when they experience job insecurity, such as at present, it results in a significant reduction in income.

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The situation is different if the husband has a steady job and earns a substantial income, so that the family's needs can still be met from his salary.

This creates differences in the process of fulfilling needs. Usually, the subject can help their husband fulfill their needs using their personal income, but in the end, they return to relying on their husband to fulfill their daily needs, as is the case with Mrs. Ruhaidah, Hanifah, and Lailatul Isriqomah. Mrs. Sri Muji Astutik and Mrs. Sri Widayati have their own side jobs, but they do not fully depend on them. Mrs. Rianteng, on the other hand, is resigned to her situation, while others seek additional side jobs to meet their daily needs.

Researchers also mapped the emotional conditions of the research subjects to facilitate explanation, as can be seen below.

Table 6.4 Emotional Conditions of Female Worker's

Name	Emotional Condition
Ibu Sriamah (42 y.o)	<ul style="list-style-type: none"><li>- Confusion</li><li>- Sad</li><li>- Not giving up and not dwelling on it</li><li>- Eager to find a side job</li></ul>
Ibu Rianteng (50 y.o)	<ul style="list-style-type: none"><li>- Enthusiasm because she had to replace her husband</li><li>- "Nelongso"</li><li>- Confusion</li></ul>

	<ul style="list-style-type: none"> <li>- Uncomfortable because it doesn't work.</li> </ul>
Ibu Sri Muji Astutik (42 y.o)	<ul style="list-style-type: none"> <li>- Sad</li> <li>- Confused</li> <li>- Depressed</li> <li>- Patient and sincere</li> <li>- Not giving up</li> </ul>
Ibu Ruhaidah (40 y.o)	<ul style="list-style-type: none"> <li>- Faced with a relaxed and easygoing atmosphere</li> <li>- Already comfortable at this company</li> </ul>
Ibu Hanifah (39 y.o)	<ul style="list-style-type: none"> <li>- Calm when working</li> <li>- Currently experiencing difficulties and confusion</li> <li>- "Relaxed" but different from the expression shown</li> </ul>
Ibu Kustini (51 y.o)	<ul style="list-style-type: none"> <li>- Sad</li> <li>- Difficulty in meeting daily needs.</li> <li>- Resigned</li> <li>- Trying to distract oneself to avoid stress</li> </ul>
Ibu lailatul Istiqomah (36 y.o)	<ul style="list-style-type: none"> <li>- "stifling"</li> <li>- Can't sit still</li> <li>- Want to leave the company</li> <li>- Be patient</li> </ul>
Ibu Indayati (52 y.o)	Not feeling burdened, because I don't have children to support.
Ibu Suliati (43 y.o)	<ul style="list-style-type: none"> <li>- - "Atok Sakolo is completely exhausted"</li> <li>- - 'nelongso'</li> <li>- Dizzy "pontang panting"</li> </ul>

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Ibu Sri Widayati (50 y.o)	<ul style="list-style-type: none"><li>- Restless</li><li>- Sad</li><li>- Concerned</li><li>- Trying to accept</li></ul>
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Source: Researcher's processed data

Table 6.3 also shows that almost all respondents said they had difficulty meeting their daily needs. This gave rise to other feelings such as depression, sadness, patience, resignation, and so on. These statements show that the uncertainty caused by the decline in income made them feel this way. This shows that economic aspects are very important, especially in rural communities today. In reality, the economic aspect is indeed the foundation of other aspects, such as social aspects and so on. Therefore, job insecurity significantly impacts the emotional well-being of workers.

In addition, researchers also found terms with quite profound meanings, such as "nelongso," "pontang panting," "sumpek," and "atok sakolo entek sakolo." These words vividly describe the emotional state of the subjects. Interestingly, researcher also found that Mrs. Hanifah felt sad when she was working and sad when she was not working. Based on the researchers' observations, this occurs because Mrs. Hanifah has been working since she graduated from school and has been a farmer since her teenage years. As a result, she feels uncomfortable when she is not working. This is also experienced by Mrs. Rianteng, who has taken on the role of her husband to meet the daily needs of her children who are still in school.

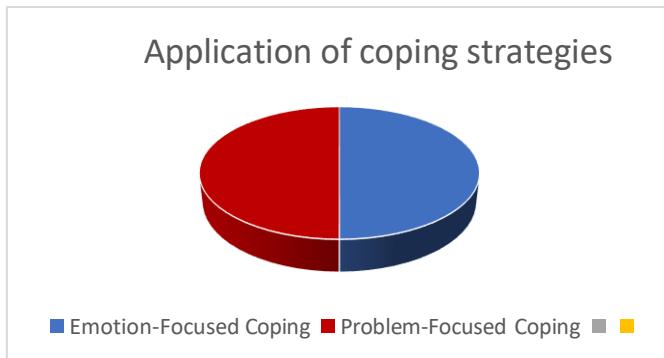
Thus, overall, the subjects felt affected and saddened by the uncertain nature of their employment. This was because their jobs were their main source of hope for helping their husbands or families meet their daily needs. In addition, feelings of confusion were often expressed. This was because, according to the researchers' findings, the subjects felt that they were earning their own salaries, which they could use to meet other needs, such as long-term savings and purchasing secondary and tertiary goods.

## 6.2 Coping strategies of female workers experiencing job insecurity

Lazarus and Folkman's coping strategies have two forms, namely Problem-Focused Coping (focusing on problems) and Emotion-Focused Coping (focusing on feelings). However, basically, coping is an individual's reaction to a problem (Maryam, 2017). Therefore, each individual will have different reactions and solutions. This is due to various factors, such as individual conditions, economic conditions, emotional conditions, or the environment. Researchers select research subjects with different characteristics, such as different social and economic conditions or positions. In this context, research subjects will have different coping strategies.

The researchers found that the subjects used balanced coping, as can be seen in the following figure.

Picture 6.1 Number of coping strategies used by research subjects



Source: Researcher's processed data

Based on the findings of researchers from 10 research subjects, 5 subjects used Problem-Focused Coping and 5 other subjects used Emotion-Focused Coping. These results were obtained with underlying influences related to social and economic conditions. The researchers successfully identified coping strategies from various occupational backgrounds. For example, there were widows and those with families, those with side jobs, those still searching for work, and those who did not seek side jobs.

In addition, researchers also found that age was a major issue in determining coping strategies that were appropriate for each subject. Researchers revealed that workers at CV X were aged between 22 and 55 years old.

The age of workers is not a major requirement in this company, so the workers have very diverse responses. Although the workers are predominantly local residents, each worker has their own reasons for choosing to work at CV X.

The economic background also causes subjects to have different coping strategies. Researchers found that there were economic conditions that were classified as lower middle class, with expenditure equal to income. Researchers also found that there were economic conditions that were classified as upper middle class, where income was greater than expenditure. Therefore, with the diverse characteristics of the subjects, researchers found that they had their own coping strategies. This can be seen in the table below.

### 6.2.1 **Problem-Focused Coping**

According to Lazarus and Folkman, coping strategies that focus on problems are more directed toward responses in the form of actions taken by individuals when experiencing problems (Maryam, 2017). The actions taken are directed toward control and problem solving. Thus, the hope is to find a way out of the problem being faced. Based on this, the researchers mapped the data as follows.

Tabel 6.5 Mapping the use of coping strategies  
focuses on problems.

Name	Coping Type	Form of Coping
Ibu Sriamah (42 y.o)	Problem- Focused coping (Planful Problem Solving)	Looking for a side job

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Ibu Sri Muji Astutik (42 y.o)	Problem- Focused coping (Planful Problem Solving)	Running a bakery
Ibu Hanifah (39 y.o)	Problem- Focused coping (Planful Problem Solving)	Becoming a farmer on private land
Ibu Suliaty (43 y.o)	Problem- Focused coping (Planful Problem Solving)	Looking for a side job
Ibu Sri Widayati (50 y.o)	Problem- Focused coping (Planful Problem Solving)	Running a clothing business

Source: Researcher's processed data

Based on the data above, it shows that five subjects used the same type of coping, namely Problem-Focused Coping. However, in practice or in the form carried out, there were significant differences. It can be seen that there were subjects who had side jobs, which varied greatly, ranging from farm workers, domestic workers, and seasonal workers. According to the researcher's findings, these various side jobs were chosen because they do not require specific qualifications. Additionally, the subjects did not need to leave the company that has been instrumental in supporting the local economy.

On the other hand, there are subjects who have economic capital. So they run private businesses such as bread and clothing manufacturers. Economic capital is used as a means of hoping to better control the uncertainty of employment from companies and income conditions that are also uncertain.

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Despite having economic capital, they are not immune to challenges related to the business they run.

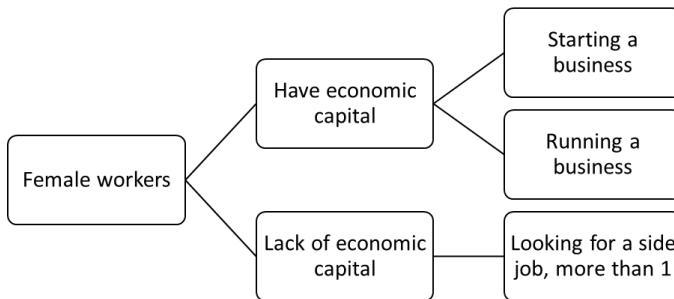
The researcher's observations also support this, for example, the bread business run by the research subject (Mrs. Sri Muji Astutuik), who said that she does not receive bread orders every day, but only at certain times, such as during holidays or other important days. Similarly, another research subject, Mrs. Sri Widayati, does not have customers buying clothes every day, as she is aware that clothing is not a basic necessity with daily demand.

In addition, researchers found that some coping measures were taken when problems arose, while others were already in place before the onset of job insecurity. This means that they were already side jobs before job insecurity arose. This was the case for Sri Muji Astutik, Sri Widayati, and Hanifah. They already had the financial resources to take on side jobs before experiencing job insecurity. Meanwhile, Mrs. Sriamah and Suliati did not have side jobs but began seeking or obtaining them when they faced job insecurity.

In this case, it can be seen that economic capital plays a very important role for workers who experience job uncertainty. This capital is related to ownership and can be combined with other types of capital (Supono, 2011). In line with Marx's assertion, every individual will accumulate their own capital by sacrificing their own blood and sweat, much like a vampire (Peter Beilharz, 2016).

Therefore, tangible evidence of economic capital ownership can help individuals overcome problems by converting their economic capital.

Picture 6.2 Process of Determining Problem-Focused Coping Strategies



Source: Researcher's processsed data

The concept of economic capital ownership in relation to the choice of coping strategies by the research subjects provides a "temporary" guarantee. This means that they can use it to improve their livelihoods, whether by converting it into capital to start or run a business in line with each subject's capabilities. This situation contrasts sharply with that of Mrs. Sriamah and Mrs. Sulisti, who lack economic capital and must therefore seek additional part-time work by actively searching for opportunities. The researcher's findings also indicate that finding employment is particularly challenging at present, especially given their relatively advanced age.

Furthermore, the economic capital that the researchers found came from different sources. First, there were research subjects who already had side businesses, so they built their businesses while working. Second, there were subjects who had just started their businesses and were more committed to them during this period of uncertainty, so they saved their earnings and used them as capital to build their businesses. The researchers found that the capital required to start a business ranged from Rp 500,000 to Rp 4,000,000. This was based on the type of business being established; for example, a bakery business required Rp 500,000 to Rp 1,000,000, but the subjects stated that the capital required was adjusted according to the number of orders received, with more orders requiring higher capital. Researchers also found that the high capital requirements often necessitate borrowing from savings to start the business, whether from spouses or other family members.

Starting a clothing business requires a significant amount of capital, ranging from Rp 1,000,000 to Rp 5,000,000. However, since the subject is building this business while still working full-time, the capital expenditure is adjusted according to the available funds. The individual mentioned that they consistently set aside part of their salary to build the business. Currently, due to the uncertain nature of their job, they have adapted their sales approach to only accepting orders, as using their savings solely for capital would leave them short on funds to cover daily expenses.

Thus, it can be seen that economic capital ownership makes it easier for individuals to survive in conditions of uncertainty.

Finding a job is not easy, even finding a side job that can provide a large income is quite difficult, so the research subjects have more than one side job in order to meet their daily needs.

### 6.2.2 *Emotion-Focused Coping*

In Lazarus and Folkman's Coping Theory, there are types of coping strategies related to emotions. These strategies focus on changing the feelings or emotions caused by problems (Maryam, 2017). Similar to problem-focused coping strategies, each individual has different forms of coping strategies. Researchers found that this is influenced by several factors, such as social conditions and the individual themselves. Researchers have further mapped out emotion-focused coping strategies below.

Table 6. 6 Mapping the use of coping strategies that focus on emotions

Name	Coping Type	Form of Coping
Ibu Rianteng (50 Tahun)	Emotion-Focused Coping (Acceptancing responsibility)	Just accept the situation
Ibu Ruhaidah (40 Tahun)	Emotion-Focused Coping (Distancing)	Focus on other aspects of life (physical activities, such as exercise)

Ibu Kustini (51 Tahun)	Emotion-Focused Coping (Positive Reappraisal)	Build a positive mindset
Ibu lailatul Istiqomah (36 Tahun)	Emotion-Focused Coping (Acceptancing responsibility)	Accept the situation due to domestic problems
Ibu Indayati (52 Tahun)	Emotion-Focused coping (Escape-avoidance)	Relieving stress, focusing on taking care of grandchildren.

Source: Researcher's processed data

The data above shows that the subjects used various types of coping mechanisms, ranging from accepting responsibility, distancing, positive reappraisal, and escapism. The researchers found that the differences in the types of coping strategies used by the subjects were caused by social conditions. It can be seen that Mrs. Rianteng, who is a widow, can only accept this uncertain situation, similar to Mrs. Lailatul Istiqomah, but she has a family. Meanwhile, Mrs. Ruhaidah, who is currently married, chooses to distance herself from the problem because she does not want to be affected by the uncertainty. Mrs. Kustini, who is also married, prefers to create positive thoughts and meanings through her faith in religion. Lastly, Mrs. Indayati, who is married, chooses to avoid the problem and engage in other activities in her life.

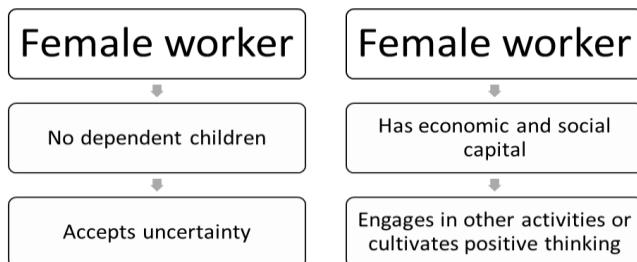
In addition to social factors, researchers also found that the type of coping used depends on the burden of fulfilling daily needs. Subjects who used emotional coping strategies more tended to have difficulties in fulfilling their daily needs.

The five subjects have different needs, such as Mrs. Rianteng and Mrs. Indayati, who currently have no children to support, so they both chose to wait and keep their feelings to themselves to avoid stress. Mrs. Kustini is actually in the same situation, but she prefers to build a positive mindset to respond to this uncertainty. Meanwhile, Mrs. Ruhaidah has dependent children, but she feels that her husband can still meet their daily needs, so she chooses to engage in more positive activities. Lastly, Mrs. Lailatul Istiqomah must care for an infant or can be categorized as having domestic issues. Therefore, she accepts the situation as it is.

The determination of these categories is based on the findings of researchers in the field. There are indeed various types of coping mechanisms used. This is also done by each subject based on their respective conditions and the problems they face. When observed, there are three subjects who prefer to surrender and accept. The other two choose to distance themselves and try to find positive meaning. Thus, it can be concluded that even though individuals face the same issues, their coping strategies for emotions will vary depending on their background.

The determination of emotion-focused coping strategies can be described as follows.

Picture 6. 3 The Process of Determining Emotion-Focused Coping Strategies



Source: Researcher's processed data

Therefore, it can be seen that economic and social capital also play a role in determining problem-focused coping strategies. Basically, workers choose to take jobs as a basic activity to meet their daily needs. Thus, it can be seen that the needs of each subject must be met, but their capacities also vary depending on their social and economic conditions. The more secure they feel, the more this can be seen from their social and economic backgrounds.

The findings of the researchers indicate that research subjects who feel safer are those who have husbands and sufficient income to meet their daily needs. On the other hand, widows who do not have children to support are more likely to accept this uncertain situation. Furthermore, if the subjects choose to engage in positive activities, it strongly indicates that thinking about this problem continuously will cause stress and the subject does not want to become overly stressed.

### 6.3 Capital Theory Analysis

#### 6.3.1 Economic Capital

The economic capital possessed by workers varies in amount and form. The researchers found that those who possess economic capital feel more secure from job insecurity. Economic capital is more material in nature, such as money, which is utilized by some workers. The following is a mapping of the economic capital possessed by the research subjects.

Table 6.7 Economic Modal by the research subjects

Name	Form of a Economic Capital	Total Economic Capital
Mrs Sri Muji Astutik (42 y.o)	Money	Rp 200.000-2.000.000
Mrs Hanifah (39 y.o)	Field	<100 m2
Mrs. Sri Widayati (50 y.o)	Money	Rp 500.000-5.000.000

Source: Researcher's processed data

Based on the data above, it shows that economic capital is used as a temporary solution in the process of fulfilling daily needs. From the researchers' findings, the source of capital is savings, while the rice fields are family inheritance. Then, this capital is used to start or run a business.

The amount of capital required is indeed tailored to the business being run. For example, Mrs. Sri Muji Astutik, who runs a bakery, will adjust the amount of capital according to the number of orders received. The same applies to Mrs. Sri Widayati, who has opened a clothing business.

For capital in the form of rice fields, Mrs. Hanifah actually needs additional capital to manage them, but the researchers' findings show that the rice fields can be managed well with initial funds taken from savings, followed by money management, so that the money used for capital and the harvest proceeds are continuously recycled. Basically, the model used to manage them is the same as that used by people who start a business.

Based on the above, it can be seen that economic capital is the easiest type of capital to convert into other forms. With this capital, workers are encouraged to overcome problems by taking action in the form of turning their finances into a business. However, the researchers found that this effort was only a temporary solution, considering that the businesses run by the research subjects were seasonal in nature. At least they had higher expectations in terms of meeting their daily needs.

### 6.3.2 Symbolic Capital

The researchers found that some research subjects possessed symbolic capital in the form of prestige or honor obtained from various types of endeavors and abilities during their employment at CVX. This capital does not have a physical form, but it can be felt by workers and their surroundings. The mapping related to symbolic capital is as follows.

Tabel 6.8 Symbolic Capital of the Research Subjects

Name	Form of a Symbolic Capital
Mrs Ruhaidah (40 y.o)	Prestige
Mrs Indayanti (52 y.o)	Prestige

Source: Researcher's processed data

Based on the data above, there are two subjects who have symbolic capital in the form of prestige or honor. Mrs. Ruhaidah, who holds a fairly high position as a supervisor, is entitled to receive this because the researcher found that her ability to manage the company is very good. It is even said that she did not need a long time to get this position, only one year. Through observations, the researcher confirmed the validity of this finding and received acknowledgment from other employees regarding her ability to manage the company.

In addition, there is Mrs. Indayati, who has earned prestige because she is one of the most senior employees, and was even one of the first employees to join CV. x when it was first established.

Although she does not hold a high position in the company, she deserves this prestige. This is based on the researcher's observation that Mrs. Indayati is a figure who can be a mother in the company and can teach other workers. Therefore, it is not a problem if Mrs. Indayati receives symbolic capital in the form of prestige or honor.

Researchers also found that this symbolic capital has no form and cannot be directly perceived by the research subjects, which is consistent with Bourdieu's theory, which states that symbolic capital can originate from an effort or other things that have no material value. Even when researchers directly asked the subjects, they could not believe that they possessed this symbolic capital, and everything proceeded as usual and remained professional within the company. This also indicates that the subjects did not feel overly confident or humble when receiving this capital. Interestingly, they felt burdened if this capital was increasingly highlighted, so it is better to implement it solely within the context of professionalism at the company.

### 6.3.3 Cultural Capital

This cultural capital has various forms or dimensions. It is not only related to knowledge about a culture, but also more broadly related to knowledge and practices in everyday life.

As can be seen in the following table.

Tabel 6.9 Cultural Capital of Research Subjects

Name	Capital Dimensions	Capital Forms
Mrs Sriamah (42 y.o)	Taste	Work preferences
Mrs Kustini (52 y.o)	Cultural/practical knowledge	Religious knowledge

Source: Resercher's processed data

Based on the table, it can be seen that Mrs. Sriamah has capital in the form of a preference for working. The researcher's findings show that Mrs. Sriamah has more than two jobs to meet her daily needs. However, on the other hand, she chose this because she cannot just stay at home. She stated that she always wants to be active, especially in activities that generate income, so she does not mind the various jobs she currently holds. In fact, through observation, the researcher found that Mrs. Sriamah even goes out of her way to seek employment because she enjoys working and finds it meaningful to be of service to others around her. Furthermore, she has even helped with work without receiving payment and stated that she does so willingly.

Mrs. Kustini has knowledge related to religion, as the researchers' findings show that she does indeed have a strong religious background.

This is also influenced by her husband, who is a community leader and a Quran teacher at one of the TPQ Madin in the village of Dliring. In fact, Mrs. Kustini is also actively involved in religious activities, so she is considered by the community to have more religious knowledge than others. This finding is supported by the researcher's observations, which show that Mrs. Kustini has a very simple personality and does not want to live luxuriously. In fact, she wanted to take on another job but was not allowed by her husband, who argued that it would make her appear overly burdened or, in Javanese, "nelongso." Instead, he advised her to accept her circumstances and continue praying. This demonstrates the strong integration of cultural and religious practices in her life.

#### 6.3.4 Social Capital

This social capital is related to networks and relationships built by individuals with other individuals or groups. This capital has a significant influence on workers. Not only relationships with other people, but also with their own families are related to them. The following table shows the social capital of the subjects.

Tabel 6.10 Social Capital Research Subjects

Name	Capital Forms
Mrs Rianteng (50 y.o)	Well known
Mrs Lailatul Istiqomah (36 y.o)	Well known
Mrs Suliatu (43 y.o)	Well known

Source: Researcher's processed data

The table shows that they have the same characteristics, namely that they are known by many people. Researchers found that all three subjects have characteristics that make them easy to get along with anyone, so they are known by many people. One factor that makes them well-known is their ability to help others, such as "rewang" or assisting neighbors during celebrations, as seen in the case of Mrs. Rianteng. Similarly, Mrs. Suliati also has this characteristic, but she is also willing to help anyone, even becoming someone who is willing to do anything.

Unlike Mrs. Lailatul Istiqomah, who is not originally from the village of Dliring, her friendly and adaptable nature has made her well-known to many people. This is also evident in her professional life, where she was easily accepted at CV X due to her flexibility and willingness to work with anyone. Based on this, it can be concluded that the ability to adapt easily can help individuals build social capital or establish relationships and connections with others quickly and effectively.

Based on the researchers' findings, it appears that although social capital is not directly physical, it has a significant impact. It is evident that those who possess this capital when experiencing job insecurity feel that they can easily find other jobs and are more accepting of their circumstances.

This means that social capital helps them feel more at ease when facing problems. This was proven by the researcher's observation of Mrs. Lailatul Istiqomah when she did not have money to meet her daily needs, but with strong social capital, she was able to easily obtain a loan.

#### 6.4 Analysis of Coping Strategies Among Female Workers

The researchers' findings regarding the coping strategies of female workers experiencing job insecurity show quite diverse data. To facilitate understanding of the data findings, data coding must be conducted. As this study employs the analysis techniques of Bogdan and Biklen, the coding is performed to assign labels to field findings, ensuring that code selection aligns with the existing findings. The following table presents the codes assigned by the researchers to the findings.

Table 6.11 Coding of Findings

No.	Code	Characteristics
1.	Vulnerable/multiple workers	<ul style="list-style-type: none"> <li>• Have a side job with a temporary contract system</li> <li>• Income is unstable</li> <li>• No social security</li> <li>• Little opportunity for skill development</li> </ul>

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		<ul style="list-style-type: none"> <li>Has a high level of work pressure</li> </ul>
2.	Permanent passive worker	<ul style="list-style-type: none"> <li>Permanent employee status</li> <li>Lack of career development</li> <li>Lack of role in company decision-making</li> <li>Low work motivation</li> <li>Dependence on the company</li> <li>No social and emotional security from the company</li> </ul>
3.	Permanent Employees with Side Jobs	<ul style="list-style-type: none"> <li>Tendency to feel anxious about uncertainty</li> <li>Working hours are unpredictable and become more intense</li> <li>Choice of side job is based on knowledge and economic capital</li> <li>Potential conflict with main job</li> <li>Uncertain income</li> </ul>
4.	Semi-independent worker	<ul style="list-style-type: none"> <li>More flexible working hours</li> <li>“Secure” employment status, neither permanent nor contract</li> </ul>

		<ul style="list-style-type: none"> <li>• Have the power to manage their own business</li> <li>• Income is unstable</li> <li>• Dependence on certain conditions</li> <li>• Lack of social security</li> </ul>
5.	Worker with Domestic Constraints	<ul style="list-style-type: none"> <li>• Have dual responsibilities</li> <li>• Have limited working hours/are inflexible</li> <li>• Prone to fatigue and lack of rest</li> <li>• Limited career development</li> <li>• Stagnant and limited income</li> <li>• Dependent on social and economic support</li> <li>• Tend to be selective about jobs</li> </ul>

Source: Researcher's processed data

The first code used by the researcher refers to workers who are widows and looking for side jobs. Subjects with these basic characteristics are classified as vulnerable/multiple workers. They face uncertainty in both their main jobs at companies and their side jobs. Subjects with these characteristics also show vulnerability to significant pressure.

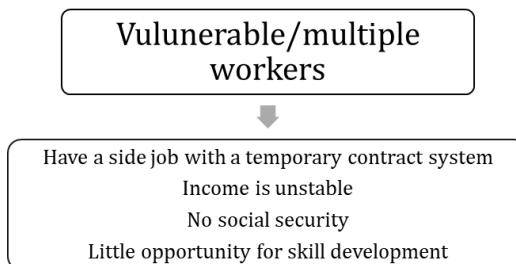
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As found by researchers, subjects with these characteristics have dependent children and are indeed the breadwinners of their families. Therefore, it is appropriate to assign them the vulnerable worker code. Researchers have mapped the characteristics of workers with the vulnerable/multiple codes.

Gambar 6.4 Vulnerable/multiple worker code

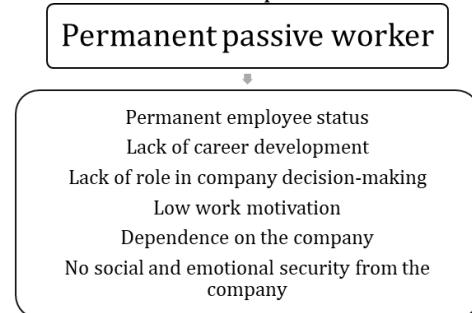


Source: Researcher's processed data

In addition to the vulnerable worker code, other findings by researchers revealed the existence of another code, namely permanent positive workers. Workers with this code generally accept the conditions as they are. Some are simply waiting for this uncertainty to pass, while others engage in positive activities such as sports, and some focus solely on domestic/family activities. It can be said that they are quite dependent on the company they currently work for. They also have limited career development opportunities, as there are no activities.

In the researchers' findings, there were three subjects who fell under the passive permanent worker code. These subjects also had different backgrounds, particularly in terms of economic status. As shown in Figure 6.3, those with economic capital felt more "secure" in the short term. In fact, they tended not to think too much about the uncertainty of their employment as a major problem that would cause them stress. As a result, they simply wait. This code also refers to the age of the subjects, who are no longer young and tend to want to enjoy their later years. Therefore, they do not expect significant guarantees from the company. Additionally, the researchers found that subjects with this code are more likely to have decreased work motivation. The researchers have conducted a mapping related to the passive permanent worker code.

Picture 6.5 Permanent passive worker code



Source: Researcher's processed data

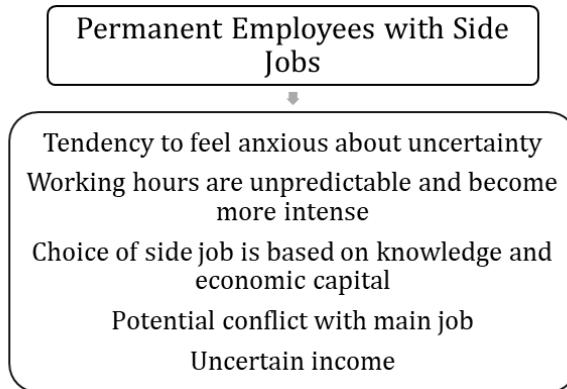
The researchers also found that some workers chose to start their own businesses or take on other side jobs. These subjects were given the code “permanent worker with side job.” Workers with this code tended to have children to support and were concerned about the greater risks associated with uncertainty at their companies. Capital ownership also influences the assignment of this code, as the research subjects have sufficient economic capital to help build another business in order to survive in uncertain conditions.

Another finding related to this worker code is that their income is not as high as that from the company. However, they choose this side job to survive for a certain period. And it has been proven that the subjects of the researcher's findings were able to meet their needs from the business they ran, even though their income was uncertain. Additionally, the researcher found that they tend to have a very busy schedule, often having to divide their time between their main job, side job, and domestic/family responsibilities.

The types of side businesses or jobs that the researcher found were bread production and clothing sales. Both of these businesses can be classified as order-based work. As a result, their income is unpredictable and only comes in during specific periods when there are many orders. From this, the researcher found that they are highly aware of the uncertainty of their work and cannot simply wait for orders to come in. Therefore, they must take proactive steps or actions to ensure a steady income. As a result, they do not leave their companies but instead start their own businesses.

The following is a mapping of workers who are classified as permanent workers with side jobs (side job).

Pictures 6.6 Permanent employees with the side jobs



Source: Researcher's processed data

In addition, researchers also found an interesting type of worker. He owns rice fields, so if he is not working, he becomes a farmer. The code that fits his condition is semi-independent worker. This code is based on his condition, which can be described as a permanent employee of CV X, but he also owns rice fields that are not part of his permanent employment contract. Therefore, they are free to go to the company if there is work available, but if there is none, they can still go to the rice field. This code is similar to that of workers with side jobs, but there is a notable difference: the flexibility in work hours and the ability to manage their own work schedule.

However, these workers are similar to those with side jobs in that their income is unstable. Usually, they rely more on their main income as workers than on their harvest. Based on this, it can be seen that they are still dependent on the company. This is because the harvest depends on many things, such as the weather. Therefore, this code was created to categorize workers with characteristics that are quite different from other workers.

To simplify matters, the researchers have mapped them as follows. Based on their findings, the researchers also found another group of workers who wanted to find another job and leave the company but were unable to do so due to domestic problems, namely having a baby. They had to take care of their children at home because their husbands also worked. This situation makes the subject feel confined, as she becomes inflexible and must spend more time at home. It can also be said that she has dual roles and responsibilities, as she considers her job important and wants to continue doing it.

Pictures 6.7 Semi-independent worker code

## Semi-independent worker

More flexible working hours

“Secure” employment status, neither permanent nor contract

Have the power to manage their own business

Income is unstable

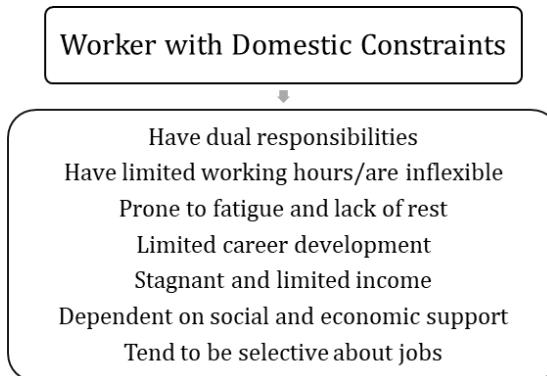
Dependence on certain conditions

Lack of social security

Source: Researcher's processed data

In addition, researchers also found that subjects with these characteristics were more likely to experience physical exhaustion, as they had to divide their time between caring for their children and working. As a result, the subjects' income tended to stagnate and they were unable to advance their careers. Although the subjects are still relatively young, they have already been affected by domestic issues, leaving them with no choice but to accept their current circumstances. They also mentioned that once their children are older and can be left at home, they will immediately seek employment, even if it means working outside the home. This indicates that they urgently require additional income beyond what their spouses provide to meet their daily needs.

Picture 6.8 Worker with domestic constraints code



Source: Researcher's processed data

The five codes written based on the conditions of each worker show that every individual or worker has various coping strategies. In general, workers at CV X did not choose to leave the company for various reasons, such as age and the difficulty of finding job vacancies. In the end, this condition made the workers feel trapped, and all they could do was survive and accept their situation. If the subjects had economic, social, and knowledge capital, they would tend to do other things. For example, starting a business as an effort to survive amid uncertainty. Additionally, workers, especially those with dependents, are more likely to seek other part-time jobs. This is influenced by the need to continuously meet basic requirements; if there is no income, it becomes difficult for workers to sustain their lives.

There are no bad or negative coping strategies among the research subjects, as they have different perspectives and circumstances. However, it is important to note that the choice of coping strategies is tailored to the abilities of each worker. In fact, they are tailored to the social and economic conditions of each worker. Furthermore, the researchers' findings show that there are no deviant activities among the workers, such as strikes or demonstrations.

As stated by the subjects, the company owners are also workers and consider the company to be a home-based business that generates significant income when there are orders, and when there are no orders, they are aware of the situation due to internal problems within the company. Based on this, the problems that arise are quite complex and cause workers to do various things according to their individual circumstances. Furthermore, the use of codes for workers can facilitate direct understanding of their conditions, as the codes are tailored to the findings of each worker's circumstances and characteristics. While some workers share similarities, many also differ, so the coding system is expected to simplify the categorization of workers' findings and address the research questions and objectives.

## CHAPTER VII

### CLOSING

#### 7.1 Conclusion

The issue of job insecurity experienced by female workers is a very interesting topic, because if we look at it from the old perspective that women are only responsible for domestic affairs, we can see that this has now shifted to many women wanting to have their own income. Research findings indicate that this trend is driven by rising living costs, as relying solely on a husband's income or a single income source is considered insufficient, prompting women to seek employment. However, this does not mean there are no challenges, as female workers often face job insecurity, a condition characterized by uncertainty about their employment status or future prospects.

Based on the findings and analysis of this study, the researcher selected subjects from various categories, ranging from married women and widows, as well as subjects from various positions, including employees in the drilling and packing departments and supervisors. The aim was to identify the coping strategies used by each worker from various perspectives.

Thus, several things can be known regarding the coping strategies of female workers experiencing job insecurity, as follows.

1. The socioeconomic conditions of the research subjects were very diverse, and the researchers found a wide variety of data. All workers experienced uncertainty, but in reality, economic and social conditions greatly affected their lives.

Researchers found that workers who have economic and social capital tend to feel more secure from job uncertainty. Conversely, workers who lack social and economic capital tend to feel confused about finding work to earn a living. The economic and social capital identified is material in nature, namely money. Additionally, having a stable job as a spouse makes the subjects more accepting of this uncertain situation. Furthermore, currently, expenses and income are not balanced, with expenses remaining the same at around Rp 50,000–100,000 per day, but income has decreased, so expenses must be reduced or cut back. The focus of meeting needs is solely on food and providing pocket money for school-age children. Other than these basic needs, expenses are significantly reduced.

2. The coping strategies used by the subjects were balanced, with five subjects using problem-focused coping, and the remaining five using emotion-problem coping. In addition, the forms used were also quite diverse, ranging from those focused on problems using planful problem solving, then those focused on emotions using accepting responsibility, distancing, positive reappraisal, and escape-avoidance. Although those focused on problems only used one type of coping, the forms or practices were quite diverse, ranging from looking for side jobs, building businesses, and even focusing on cultivating rice fields or becoming farmers.

Those who focus on emotions also vary, ranging from simply accepting the situation, engaging in positive activities, instilling positive thoughts, and some who simply suppress their feelings. The various coping mechanisms used are influenced by differences in social, economic, and educational conditions among workers. Additionally, age plays a role, with the average age of workers being 35–50 years, according to research findings. As a result, some individuals can still take on additional jobs, while others are limited by declining physical health.

## 7.2 Recommendations

Based on the results of this study, the researchers have a number of suggestions for further research related to the theme of female workers and job insecurity.

1. Due to limitations in time, manpower, and knowledge in conducting this study, it is recommended that future research use more interesting theories or themes related to female workers and job insecurity. Future research could also explore the issues raised in this study in greater depth. This study can serve as a reference or critique for future research.
2. For companies, because the issue of job insecurity causes confusion among employees, they should take additional steps to foster employee loyalty to the company. This is based on the difficulty of building relationships and loyalty between employees and the company, especially in these uncertain times.

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3. For the government as policy makers, it is important to pay closer attention to workers experiencing this uncertainty. This study can serve as a reflection on cases of job insecurity so that measures can be taken to reduce unemployment and promote equitable welfare for the community. In addition, this study can be used as material for conducting surveys on workers experiencing job insecurity, which can then be used as input for the formulation of community development policies.

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## APPENDIX

### INTERVIEW GUIDELINES

#### COPING STRATEGIES OF FEMALE WORKERS EXPERIENCING JOB INSECURITY (A Study of Workers at CV. X in Pasuruan Regency)

Name :  
Age :  
Phone Number :  
Address :  
Occupation :  
Side Job :  
Mother language :  
Highest level of education :  
Status :

### LIST OF QUESTIONS

- Understanding the socioeconomic conditions before experiencing job insecurity

No.	List of Questions	Answer
1	Please tell us about your current job at CV X. How long have you been there? What is your current position? What are your job responsibilities? Have you ever moved to another position? If so, what are they?	

2	Have you ever encountered any difficulties while working at CV X? If so, how did you overcome them?	
3	Approximately how much are your daily expenses? Are they sufficient to cover your needs?	
4	How many people work at home? What is your household income?	

- Workers' knowledge of issues related to job insecurity affecting them

No.	List of Questions	Answer
1	Since when has this issue of uncertain working hours been occurring?	
	Are there other employees experiencing the same problem? How many people?	
2	Please describe the work environment at CV X. Is it quite competitive in terms of position?	

3	Are there any differences in your working conditions before, during, and after Covid-19? What do you think is the cause of this problem?	
4	Was this problem discussed when you applied for the job?	
5	How did this problem arise? Is it just the working hours that are the problem? Or are there other issues that arose previously that led to this problem?	

- Reasons why employees choose to stay with the same company

No.	List of Questions	Answer
1	How did you find out about the job opening on the CV?	
2	How do you feel about experiencing this uncertainty at work?	

3	Are there any plans to move to another company? Or will you choose to stay with this company, and why?	
4	Are there any plans for the company to hire you full-time?	
5	Are there any other offers from the company during these uncertain times?	
6	Is there any resistance from other employees, such as demonstrations or strikes?	

- Business models and hopes for overcoming problems

No.	List of Questions	Answer
1	Did you receive assistance in the form of BLT, PKH, Raskin or other assistance from the village? Please describe the type and amount.	

2	Do you receive motivational support from your family? How does your family respond to the problems that have befallen you?	
3	Do you have any other businesses such as trading or other economic activities ?	

- How female workers experiencing job insecurity adapt

No.	List of Questions	Answer
1	What are you doing right now while experiencing job uncertainty?	
2	Are there any differences in your current spending or consumption?	
3	How are you coping with job uncertainty like this? Are there any differences in your physical and mental condition?	

4	Has anyone offered you a job? Either a company or a home industry, and are you interested?	
5	How long do you think it will take you to adapt to these uncertain conditions?	
6	Are there any suggestions, either for the government or for companies?	

## Thesis Assessment Form

Name	ID Number
FAKHRIS AULADY	21040564021

### 1. Written Work

Component	Score (1-100)	Remarks
Quality of Topic	94	Topik sangat relevan dengan stuasi terkini
Depth of Content	85	Mengintegrasikan dengan perkembangan teori baru
Methodology	90	Studi kasus yang cukup relevan
Writing Technique	85	Cukup baik
Language	95	Penggunaan Bahasa sangat baik
Quality of References	86	Jurnal terbaru cukup
<b>Sub Total</b>	535	

### 2. Presentation

Component	Score (1-100)	Remarks
Mastery of Content	96	Penyajian sangat meyakinkan
Delivery	92	Pembawaan sangat meyakinkan
Ability to Defend	90	Menanggapi pertanyaan baik
Attitude	90	Sikap baik

## Thesis Assessment Form

<b>Sub Total</b>	368	
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### 3. Process

Component	Score (1-100)	Remarks
Supervision Process	90	Proses bimbingan baik
Student Publication	90	Publikasi baik
<b>Sub Total</b>	180	

Score Total	
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### Notes for Revision

- 1.
2. ...
3. ...



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Judul : COPING STRATEGIES OF FEMALE WORKERS EXPERIENCING JOB INSECURITY (A Study of Workers at CV. X in Pasuruan Regency)

Tanggal : 28 Februari 2025

NO.	Revisi/ Saran
1	Gunakan istilah dan definisi operasional yang konsisten dari awal hingga akhir.
2	Periksa kembali format kutipan dan daftar pustaka sesuai pedoman kampus.
3	Pastikan setiap kesimpulan berasal langsung dari hasil dan pembahasan, bukan opini baru.

Ditetapkan di Surabaya  
Pada tanggal :  
Pembahas,

**Dr. Agus Machfud Fauzi, M.Si.**  
**NIP 197608162015041001**



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Prodi : \_\_\_\_\_

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Nama : YUDHISTIRA FEBRIANTO SANTOSO PUTRA

Judul : Praktik Sosial Pengguna Layanan Bus Transjatim Koridor 1 (Sidoarjo-Gresik) 2025: Analisis Teori Strukturalis Giddens

Tanggal : 28 Februari 2025

NO.	Revisi/ Saran
1	revisi rumusan masalah
2	revisi kajian objek penelitian

**Ditetapkan di : Surabaya  
Pada tanggal :  
Pembahas,**

**Arief Sudrajat, S.Ant., M.Si.  
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Judul : Praktik Sosial Pengguna Layanan Bus Transjatim Koridor 1 (Sidoarjo-Gresik) 2025: Analisis Teori Strukturalis Giddens

Tanggal : 28 Februari 2025

NO.	Revisi/ Saran
1	menambahkan data jumlah armada taransjatim saat ini
2	menyederhanakan rumusan masalah
3	pendetailan objek penelitian
4	pendetailan proses pengambilan data

Ditetapkan di : Surabaya

Pada tanggal :

**Pembahas,**

**Pambudi Handoyo, S.Sos., M.A.**

**NIP 197609242005011002**