

RESILIENCE IN FEMALE OF GEN Z

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Abstract

The purpose of this study was to determine the level of resilience in female who are included in the category of generation Z (Gen-Z) group in Palangkaraya, Central Kalimantan. The research design used descriptive research. The sample in this study amounted to 129 respondents. Data collection techniques using a questionnaire adapted from Connor Davidson (2003). Based on the results of the study it was found that the level of resilience of female gendered Gen Z was categorized into three levels. At the high resilience level of 24%. Then those at the medium resilience level amounted to 59.7% and then at the low resilience level amounted to 16.3%. The results also show that in the resilience aspect, the control and factor aspect is found to have the highest value, while the aspects of trust in one's instinct, positive acceptance and spiritual influences have the lowest value in order. Overall, the results showed that female gendered Gen Z has the ability to adapt and cope with stress but still not maximized.

Keywords: Resilience, Gen Z, Gender

1. Introduction

Every individual in their life phase will experience various unpleasant situations. Unpleasant circumstances and far from expectations will cause stress for individuals. Resilience is referred to as the ability to maintain psychological stability in the face of stress. Resilience generally leads to positive adaptation patterns during or after facing difficulties and risks. Resilience is an idea that refers to the capacity of dynamic systems to survive or recover from suffering (Masten, 2007). Resilience is an individual's capacity to face and overcome difficulties, however, it is often found that individual resilience in facing various difficulties is less than optimal. Individuals choose to give up on the situation or even experience disturbances both in their ability to socialize, mental abilities and even physically affect. Individuals who are unable to maintain balance in the face of strong pressure tend to experience fatigue. Increasing resilience is an important task because it can provide experience for individuals in facing life's challenges and difficulties. By increasing resilience individuals can develop life skills such as how to communicate, make realistic life plans and be able to take the right steps for their lives (Rojas, 2005). Individuals will develop ways to turn stressful circumstances into an opportunity for self-development.

The world of work today is filled with employees from various generations, one of which is generation Z (Gen-Z). This generation was born between 1995 - 2012. This group has one of the characteristics at work, which is familiar with the use of technology, has high self-esteem, a feeling of deserving different and special treatment and a tendency to perceive themselves as the focus of the environment (Harber, 2011). This situation makes generation Z vulnerable and easy to experience stress and pressure. Therefore, it is very important for Gen Z people to increase resilience in their work life. Resilience at work is the extent to which a person manages to adapt to changes and challenges in the

workplace and bounce back after difficulties experienced to become better than before. This will help individuals to prepare themselves for future challenges in the world of work. Therefore, this study was conducted to determine the picture of resilience, especially in generation Z female in Palangkaraya in order to find the right strategy to improve resilience through identifying the aspects that make up individual resilience.

2. Theoretical Background

2.1 Definition of Resilience

Wolin and Wolin (1993) define resilience as the process of trying to face difficulties, improve oneself, remain resilient when facing difficulties and be able to adapt. Similarly, Reivich and Shatte (2002) define resilience as the ability to cope and adapt when facing severe events or problems that occur in life. Resilience is also defined as a personal quality that allows individuals to thrive in the face of adversity (Connor & Davidson, 2003).

2.2 Aspects of Resilience

According to Connor and Davidson (2003) there are 5 (five) aspects contained in resilience, the first is the aspect of personal competence, high standards and tenacity which is an aspect that supports individuals to move forward to achieve goals. Second is the aspect of trust in one's instincts, tolerance of negative affect and strengthening effects of stress which is an aspect that focuses on self-calmness, timeliness and individual decisions when facing stress. Third is the aspect of positive acceptance of change and secure relationships, which is an aspect related to how individuals are able to adapt. Fourth is the control aspect, which focuses on individual control to achieve goals and the ability to get help from others. Fifth is the aspect of spiritual influences, which is the individual's belief in the Creator and his destiny.

2.3 Factors that influence resilience

Some experts state that there are several factors that influence an individual's resilience. One of them is stated by Resnick Gwither and Roberto (2011) that social support, spirituality and positive emotions. First, is social support, it is said that individuals who have good social support are more resilient in dealing with various problems. Social support is often associated with resilience for those struggling with adversity. It is said that a social environment will greatly influence individuals in the way and strategy one resolves problems and makes decisions. Second, the factor of spirituality. One of the factors that can increase resilience in individuals is hardiness and diversity and spirituality. The spirituality factor encourages individuals to believe that not only humans are able to solve all the tribulations they face but in the process they believe that God is the helper of every human being. Third is the factor of positive emotions. Positive emotions are an important factor in determining individual resilience. Positive emotions are needed when facing a critical and unwanted situation. The positive emotions that the individual has are able to make him more positive in looking at every problem and increase gratitude so as to reduce stress and negative emotions. Resnick, Gwither and Roberto (2011) state that gratitude is one of the factors that can increase a person's resilience. Individuals who have gratitude will see the negative things they experience as something positive and should be grateful. Failure or problems that are being faced are a process to lead to better things. In addition, it is also said that demographic factors such as age and gender affect the level of individual resilience. Tefera and Mulatie (2014)

based on the results of their research revealed that more mature individuals tend to be more resilient than relatively younger individuals. This finding is supported by the statement of Sewasew, Lewshon and Kassa (2017) which states that the level of resilience of adult individuals is much better than children or adolescents. This is because increasing age will increase a person's ability to emotionally regulate (Deswanda, 2019). Meanwhile, based on age, it is said that women have a higher level of resilience than men (Sobana, 2018). In Sobana's research (2018) explains that female have higher resilience compared to male because women tend to be open with the people around them so that they can reduce symptoms of emotional problems while it is said that men tend to be closed.

3. Methods

This research design uses a descriptive quantitative approach. Descriptive research aims to provide an overview of resilience in Gen Z female gendered. Data collection was done by online survey technique using google form with 129 respondents of Gen Z female workers in Palangkaraya city, Central Kalimantan. The research instrument is a questionnaire adapted from Connor and Davidson (2003) which measures five aspects including personal competence, trust in one's instincts, positive acceptance of change and secure relationships, control factors and spiritual influences measured on a 5-point Likert scale. Data will be analyzed with SPSS software ver. 25.

4. Results and Discussion

Resilience in this study was measured by 18 statement items adapted from Connor and Davidson (2003) on female Gen Z respondents. The results of testing the research instrument are shown in the table below.

Table 1. Validity Test Results

Item	Sig.	Result
Item 1	0.000	Valid
Item 2	0.000	Valid
Item 3	0.000	Valid
Item 4	0.000	Valid
Item 5	0.004	Valid
Item 6	0.000	Valid
Item 7	0.000	Valid
Item 8	0.000	Valid
Item 9	0.000	Valid
Item 10	0.000	Valid
Item 11	0.000	Valid
Item 12	0.000	Valid
Item 13	0.000	Valid
Item 14	0.000	Valid
Item 15	0.000	Valid
Item 16	0.000	Valid
Item 17	0.000	Valid
Item 18	0.000	Valid

Based on the results of the validity test by looking at the significance value, it is known that all items in the questionnaire totaling 18 items have a sig. value below 0.05 so it can be concluded that the items are able to measure the research variables (Ghozali, 2018).

Table 2. Reliability Test

Cronbach's Alpha	N of Items
0,772	18

Based on the results of the reliability test, it is known that the Cronbach Alpha value is $0.772 > 0.70$ so it can be concluded that it meets the requirements for the feasibility of research instruments, namely reliability (Ghozali, 2018).

Table 3. Frequency Distribution of Resilience

Resilience	Frequency	Percentage (%)
High	31	24.0
Medium	77	59.7
Low	21	16.3
Total	129	100

Table. 3 shows that the resilience level of gen Z female in Palangkaraya is mostly or highest at the medium resilience level as many as 77 respondents (59.7%). While the lowest level of resilience was 21 respondents (16.3%). For high resilience level as many as 31 respondents (24.0%).

Table 4. Frequency Distribution of Resilience Aspects

Personal Competence			Trust in one's instincts		Positive Acceptance		Control and Factor		Spiritual Influences	
Resilience	F	%	F	%	F	%	F	%	F	%
High	73	56.6	6	4.7	41	31.8	115	89.1	83	64.3
Medium	56	43.4	110	85.3	87	67.4	14	10.9	45	34.9
Low	0	0	13	10.1	1	0.8	0	0	1	0.8
Total	129	100	129	100	129	100	129	100	129	100

From Table 4, it can be seen that of the five aspects of resilience which include personal competence, trust in one's instincts, positive acceptance, control factors and spiritual influences as a whole, the largest score at a high level is in the control and factor aspect stated by 115 respondents (89.1%). Furthermore, respondents have a low level of resilience in the aspects of trust in one's instincts (10.1%), positive acceptance (0.8%) and spiritual influences (0.8%).

The results showed that overall, the majority of female gen Z have a high resilience level of 24%, which means that individuals can adapt to their current lives, they are able to cope with stress in a positive way and interpret the difficulties faced as learning. Individuals at this level always believe that they can continue to adapt, find solutions to problems and handle stress better. The results of the study also found that the medium level of resilience was 59.7%, meaning that they were able to adapt positively in dealing with every event in their lives even though sometimes they still had obstacles in dealing with stress levels and difficulties experienced. Meanwhile, 16.3% of the results stated that the respondents' resilience level was in the low category, which means that there are still individuals who are unable to adapt to current life events and have not been able to cope with stress positively, but that does not mean that these individuals do not have resilience. Individuals who are in this category are usually individuals who experience depression. For them, finding meaning behind every problem faced is a difficulty in itself. They may doubt their abilities, have difficulty controlling their thoughts and feelings. To become a resilient person, several attitudinal characteristics are needed including perseverance, equanimity, meaningfulness, self reliance and existential aloneness (Young, 1993). These

five characteristics are considered the "resilience core" and by strengthening this resilience core will help an individual increase his resilience in the face of adversity (Wagnild, 2009). The results of the study also show that when viewed from the aspects of forming resilience that have the highest score are in the Control and Factor aspect, which means that individuals have control over themselves in achieving goals and have the ability to ask for and get social support from others when experiencing a problem. Meanwhile, the aspects of trust in one's instinct, positive acceptance and spiritual influences have the lowest scores in order. The trust in one's instinct aspect relates to calmness in action. Individuals who are calm will tend to be careful in taking a stand on the problems faced. Individuals are also able to cope with stress quickly and focus on goals despite being under pressure. The positive acceptance aspect relates to the ability to accept difficulties positively and be able to maintain relationships with others. If an individual is able to accept the problem positively, it will not affect the individual's social life with others. Spiritual influences relate to an individual's ability to survive and fight because he believes the problems faced are God's destiny and will so that individuals are motivated to survive and fight to achieve goals.

5. Conclusion

Based on the results of data analysis and discussion in this study, it can be concluded that the level of resilience in the female gender specifically in the generation Z group is mostly at the medium level, which means that they are able to adapt and survive in the face of difficulties even though sometimes they experience difficulties and need a struggle to be able to motivate themselves. Respondents of this study focused on female with the Gen Z category. Judging from the aspects of resilience, it can be said that female Gen-Z have the ability to control themselves in achieving goals (control and factor) although in other aspects it is still found to be low, namely the ability to act in calmness, accept difficulties positively and maintain social relationships and the influence of spirituality. This aspect is still an obstacle for female Gen Z to be able to improve their resilience. From the results of this study, the advice that can be given is that female Gen Z are able to improve the ability of self-regulation, realize the support around them, especially in the scope of family and surroundings, be more open and aware of the emotional conditions experienced when faced with difficulties, practice taking a pause before making decisions and increase religiosity.

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