

PalArch's Journal of Archaeology of Egypt / Egyptology

THE EFFECT EMPOWERMENT OF COVID-19 LAYOFF THROUGH SELF-EFFICACY ON THE LEVEL OF CRIME

Rima Rahmayanti¹, Wawan Hermawan²

¹Widyatama University, Indonesia

²Langlangbuana University, Bandung, Indonesia

¹rima.rahmayanti@widyatama.ac.id, ²wanher.2104@gmail.com

Rima Rahmayanti, Wawan Hermawan. The Effect Empowerment Of Covid-19 Layoff Through Self-Efficacy On The Level Of Crime-- Palarch's Journal Of Archaeology Of Egypt/Egyptology 17(10), 1452-1461. ISSN 1567-214x

Keywords: Layoff, Covid-19, Empowerment, self-efficacy.

ABSTRACT

The crime rate in Indonesia increased during the Covid-19 pandemic, crime statistics recorded by the Police, in the 19th and 20th weeks an increase of 7.04 percent. Meanwhile, narcotics cases have decreased significantly, namely between 1 and 57 percent. The public really feels the increase in criminal incidents during the corona pandemic. Robbers in minimarkets are on the rise, to the point of theft of motorbikes, mugging, milling around in the community. The presence of a number of layoff victim is one factor in increasing crime during a pandemic. Indonesian Ministry of Manpower In the face of the Covid-19 pandemic, explained that the Indonesian government in the labor sector had taken a number of actions or steps for its people. Namely, optimizing the implementation of the Pre-Employment Card Program, especially for workers who have been laid off by providing training and financial support; provide competency and productivity-based training incentives for affected communities; optimizing the role of the Work Training Center (BLK) through the Covid-19 Response BLK Program in order to mitigate the impact of the pandemic. In addition, the government has also carried out a massive program of development and expansion of job opportunities through labor and entrepreneurship for affected workers, prospective migrant workers, repatriated Indonesian migrant workers, and MSME workers; and other important approaches. This quantitative research aim to test effect the Ministry empowerment program through self efficacy to the Number of crime rate, 400 samples taken in Bandung city. Result show Ministry empowerment program and self efficacy from the victim of layoffs can reduce the crime rate during covid-19 pandemic in Bandung, Indonesia.

Keywords: Layoff, Covid-19, Empowerment, self efficacy.

INTRODUCTION

The Ministry of Manpower Indonesia (Kemnaker) recorded that 1.9 million formal and informal workers experienced layoffs (PHK) and were dismissed by 114,340 companies in Indonesia until April 16, 2020. This number has increased so fast, even though on April 11, 2020, the number of workers who were laid off and affected by layoffs, only 1.5 million people. This figure is an increase compared to the data on April 9, which was only around 1.2 million workers, of which 1.5 million people, 10% are workers who have been laid off. While 90% of them were laid-off workers, the wave of layoffs reached its peak in June 2020, with workers in the tourism and services sector being most affected. Meanwhile, the government will prioritize those who are laid off together with informal workers and micro, small, and medium enterprises (MSMEs) affected by Covid-19, as recipients of the Pre-Work Card program.

A criminologist at the University of Indonesia Reza Indragiri Amriel in an interview with the online news portal okezone (12 April 2020) stated that there is a link between crime and unemployment, so criminal acts can logically occur with such assumptions being built, according to him, layoffs could lead to frustration due to people's difficulties in fulfilling life necessities. Personal et al. (2007) suggest the factors that influence aggression behavior in a person including conditions of poverty, overcrowding, actions of authorities such as the police, and the value of one's cultural group. Davidoff (1991) states that anger is an emotion characterized by high parasympathetic nervous system activity and a very strong feeling of dislike which is usually caused by mistakes, which may or may not be clearly wrong. When angry there is a feeling of wanting to attack, punch, destroy, or throw something and usually violent thoughts arise. When these things are channeled, aggressive behavior occurs, so it cannot be denied that in fact aggressive is a response to anger. Disappointment, physical pain, humiliation, or threats often provoke anger and ultimately provoke aggression.

Azis and Novikayantie (2016) state that most individuals will experience stress when faced with termination of employment because the income earned will stop, there is a decrease in physical strength, feelings of loneliness and stop various fun activities and this results in a change in a person's life and requires a new adjustment for the individual. The ability to continue living after adversity or after experiencing severe stress and increasingly difficult situations is not a fortune. Apart from social support, a factor that can affect resilience is self-efficacy. This is related to the concept of self-efficacy. According to Bandura (2006), self-efficacy is a person's belief that he will do the actions required in a task because they believe they will try to achieve their goals. Self-efficacy affects the thinking process, motivation level, and feeling conditions, so that all of these things contribute to the type of performance of individuals who have low self-efficacy will find it difficult to motivate themselves and tend to run away from tasks, relax their efforts or give up at the initial stage the obstacles encountered are carried out. . For individuals with high self-efficacy, difficult tasks are seen as challenges

to face rather than threats to avoid. They try to remain committed to goals, a high level of effort and have a strategy for failure that may occur (Bandura, 2006).

Termination of employment (PHK) is something that is very feared by employees who are still active at work because they do not work because their income will stop which will affect the survival of the affected individual. In addition, it can also be caused by shaky political conditions, followed by chaotic economic conditions that have an impact on many industries that have gone out of business, and of course, have an impact on layoffs which are carried out very unplanned. This condition causes people who work to be overshadowed by fear, trust, and conclude what they experience (Rosyid, 2005). The internal drive possessed by individuals in the form of motivation to be able to rise from problems that arise after experiencing a problem is an attempt by the individual to be able to solve problems and achieve what the individual does not want, known as self-efficacy. The government, through the Ministry of Manpower (Kemnaker), is organizing training in response to the Corona Disease (Covid-19) Virus. The training was conducted in an effort to prevent and deal with the impact of Covid-19. Through Covid-19 response training at the BLK (Work Training Center), the Ministry of Manpower (Kemnaker) seeks to empower the community, job seekers, and workers who have been laid off (Termination of Employment) and who have been laid off due to the impact of Covid-19. There are training programs developed at BLK or BPP, namely cooking training programs; making PPE (hazmat) clothes, masks, face shields, hand sanitizers/disinfectant fluids; Training on sink installation and construction of COVID-19 crates. The government held Covid-19 response training aimed at empowering people affected by the spread of Covid-19 and increasing economic resilience through providing incentives in the form of training allowances.



Figure 1.1. The Minister of Manpower Inaugurates the “care day” Empowerment Program Saturday, 2 May 2020 (source: <https://kemnaker.go.id/news/>)

The Covid-19 program has been carried out by the Work Training Center (BLK) and the Productivity Enhancement Center (BPP) since mid-March 2020, and for phase, it has been produced and distributed. Phase II and most of the proceeds have been distributed. For stage III until June 2020. The number of BLK and BPP participating in the Covid-19 response training is 19 BLK UPTP; 2 BPP UPTP; 129 UPTD BLKs and 4 Community BLKs. The training takes into account health protocols, PSBB, and other government policies/regulations, so the training methods used are online training; blended training; distance training, and off-line training.

Covid-19 response training has resulted in the production of 2,097,500 Faceshield masks, 64,800 pieces, 136,250 liters of hand sanitizer, and 56,000 pieces of personal protective equipment (PPE) / Hazmat clothes, 318,000 cooking boxes of rice, 1,584 Covid-19 sinks, chests 50 Covid-19 pieces and 82,940 liters of disinfectant. The production results from the training are used/utilized by the community to tackle the spread of Covid-19, including for hospital and Puskesmas staff; TNI and Polri officers; Covid-19 Handling Post and BNPB; medical / health worker association; volunteer handling Covid-19; public road and motorcycle taxi riders; market and street vendors; government / private agency employees/employees; and security officers of ministries/agencies, local government agencies and the private sector.

The government's efforts to reduce the level of criminality due to dismissal of victims are still a question of the public whether the implementation is in accordance with the original goal and whether it can actually reduce the crime rate in Indonesia, especially in cities that have access to the empowerment of laid-off victims. Osmani (2000) defines empowerment as a condition where people who are powerless create a situation in such a way that they are able to convey their wishes and at the same time they feel involved in activities related to government. Giarci (2001) states that community development is something that has the center of attention as an effort to help people at various levels grow and develop by utilizing all means and facilities both in acting, planning to manage and develop their physical environment so that social welfare can be achieved. According to Azis and Noviekayati (2016), community empowerment will be more successful in individuals who have high self-efficacy so that the program objectives will be achieved, and in the end, will reduce poverty levels.

The phenomenon of the crime problem caused by the Covid-19 layoffs, the Ministry of Manpower and Transmigration's empowerment program as well as the self-efficacy of layoff victims are the problems behind the writing of this study entitled: "The Effect of Empowerment of Layoff Victims through Self-Efficacy on Decreasing the Level of Crime in the Covid-19 Wave Era".

PRINCIPLES OF COMMUNITY EMPOWERMENT

There are four principles that are often used for the success of empowerment programs, namely the principles of equality, participation, self-reliance, and sustainability Najati et al (2005: 54) as for the explanation of the principles of community empowerment are as follows:

a) Principle of Equality

The main principle that must be adhered to in the community empowerment process is the existence of equality or equal position between the community and institutions that carry out community empowerment programs, both men and women. The dynamic that is built is an equal relationship by developing a mechanism for sharing knowledge, experiences, and expertise with one another.

Each of them recognizes the strengths and weaknesses of each other, so there is a mutual learning process.

b) Participation

Empowerment programs that can stimulate community independence are programs that are participatory in nature, planned, implemented, monitored, and evaluated by the community. However, to reach this level requires time and a mentoring process that involves assistants who are highly committed to community empowerment.

c) Self-Reliance or Independence

The principle of self-sufficiency is to respect and prioritize the ability of the community over the assistance of other parties. This concept does not view the poor as an object that is not capable of "the have not", but as a subject who has little ability "they have little". They have the ability to save in-depth knowledge about the constraints of their business, know the conditions of their environment, have the workforce and the will, and have long-respected social norms. All of this must be explored and used as the basis for the empowerment process. Assistance from other people that is material in nature must be seen as a support so that the provision of assistance does not actually weaken the level of self-sufficiency.

d) Continuous

Empowerment programs need to be designed to be sustainable, even though initially the role of assistants is more dominant than the community itself. But slowly and surely, the role of facilitators will diminish, even eventually, they will be eliminated, because the community is able to manage their own activities.

Community empowerment indicators

To measure the success of community empowerment in the field of public policy the following indicators can be used:

1) Input

- Human resources, namely community figures or leaders, both formal and informal figures
- The number of funds used, both funds originating from local community contributions and funds obtained from assistance outside the community.
- Materials, tools, or other materials used to support these community empowerment activities.

2) Process

- Number of health counseling conducted
- Frequency and type of training conducted
- Number of community leaders or health cadres trained as motivators
- Community meetings for planning and decision making

3) Output

- The number of people or community members who have increased knowledge and behavior about health.
- Number of family members who have businesses to increase family income
- Improve public facilities in the community

4) Outcome

- Reduced morbidity rates in the community
- Decreased general mortality rate in society
- Decreasing birth rates in society
- Increased nutritional status of children under five in the community

Self Efficacy

Bandura (2006) suggests an explanation called Self Efficacy. Self-efficacy is a person's belief in his ability to perform tasks or actions needed to achieve certain results. Bandura explained that self-efficacy is the result of a cognitive process in the form of decisions, beliefs, or awards about the extent to which a person estimates his or her ability to complete or carry out tasks or achieve the expected results. Self-efficacy rests on one's beliefs.

Self-efficacy, or our belief in our own ability to succeed plays a role in the way we think, how we act, and how we feel about our place in the world, also determines what goals we choose to pursue, how we achieve those goals, and how we reflect on our own performance. Trust is a belief from an individual that is shown in what he said or did. Trust can explain how an individual assesses (evaluates) an event which will then be conveyed through his actions.

The dimensions used in this study are based on the aspects that have been suggested by Bandura (1997). The dimensions of self-efficacy include level (difficulty level of the task), generality (general condition), and strength (level of strength).

Criminality

Criminality is all kinds of actions and actions that are economically and psychologically detrimental that violate the laws in force in the Indonesian state as well as social and religious norms. It can be interpreted that criminal acts are all acts that violate the law and violate social norms so that the community opposes it (Kartono, 1999, p.122). Criminal acts are generally related to those that are contrary to legal norms, social norms, and religious norms prevailing in the society. According to Light, Keller, and Calhoun (1989).

The Effect of Empowerment on the Level of Crime

Mustofa Kamil (2012: 11) the purpose of holding empowerment is to develop skills, develop knowledge, and to develop long-term attitudes towards training participants in an effort to equip learning citizens with various useful skills to solve life problems. Crime or a criminal act is an act or a series of human actions that are contrary to applicable laws or regulations, where punishment must be carried out for the violation committed (Bawengan, 1997).

Prakoso (2016) revealed in his research that the variables of the poverty level, gross regional domestic income, population density, level of insecurity, and growth rate had a significant effect on the crime rate. In his research, Dermawanti (2015) revealed that education, morale, and unemployment had a significant positive effect on crime. Ananta (2013) states that someone who does not work or loses income creates a problem in crime, where they are unable to meet their daily needs, causing criminal activities. There is a very close relationship between crime and unemployment. Thus, efforts to overcome unemployment will indirectly lead to a reduction in crime, one of which is through the empowerment of the unemployed.

The Effect of Self-Efficacy on Crime Level

The concept of self-efficacy is actually the core of social cognitive theory put forward by Albert Bandura, which emphasizes the role of observational learning, social experience, and reciprocal determinism in personality development. According to Bandura (2006) self-efficacy is a person's belief in his ability to exercise some form of control over one's own functions and events in the environment. Bandura also describes self-efficacy as a determinant of how individuals feel, think, motivate themselves, and behave (Bandura, 2006). Bandura (2006) says that self-efficacy has a big effect on behavior. Meanwhile, Baron and Byrne define self-efficacy as an evaluation of someone's ability or competence to perform a task, achieve goals, and overcome obstacles. Bandura and Woods (1997) explain that self-efficacy refers to the belief in an individual's ability to drive motivation, cognitive abilities, and actions needed to meet the demands of the situation (in Ghufon, 2010: 74).

The Effect of Empowerment on Crime through Self-Efficacy

Future orientation training is considered effective for increasing optimism in individuals. In addition, individuals will also develop their attention and efforts towards the demands of the situation and be driven by obstacles, so that individuals will try harder in their next life (Ghufon & Risnawati, 2010). Radosevich, Allyn, and Yun (2007) explain that determining future orientation requires confidence in the individual's abilities.

Carrooll, Gordon, Haynes, and Houghton (2013) state that individuals who have high self-efficacy will easily get out of adversity and be able to plan for the future well through empowerment, while individuals who have low self-efficacy are very vulnerable and easy to return to unreasonable relationships. well and can commit a crime again.

RESEARCH FRAMEWORK

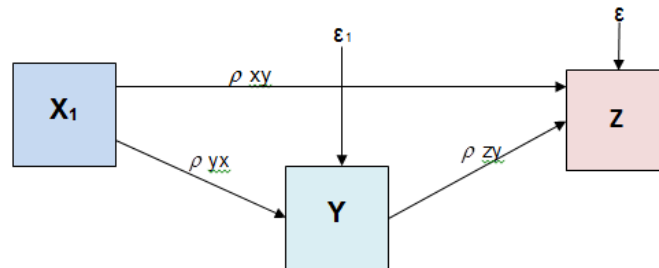


Figure 1.2. Research Framework

Hypothesis

Based on the description of the framework above, the hypothesis in this study is as follows:

1. Empowerment of layoff victims affected by Covid-19 affects the crime rate.
2. The self-efficacy of the layoff victims affected by Covid-19 affects the crime rate.
3. Empowerment of layoff victims affected by Covid-19 affects the crime rate through self-efficacy.

METHODOLOGY

In this study, the descriptive method will be used to explain the variables of the influence of empowerment through self-efficacy on the crime rate of layoff victims affected by Covid-19. Meanwhile, the understanding of the associative research method according to Sugiyono (2013: 53) is as follows: "A research question that asks about the relationship between two or more variables". Associative research was conducted to determine whether there was an effect of empowerment through self-efficacy on the crime rate of layoff victims affected by Covid-19.

The research design used by the authors in this study uses a quantitative approach to emphasize numerical analysis of the phenomenon under study. So that it becomes more planned, structured, and systematic, clearly visible from the beginning to the end of the study. This quantitative approach is used to identify all concepts that are the research objectives (Malhotra, 2010). This study used a sample survey method with a population of 3,396 workers who were laid off due to Covid-19 in the city of Bandung according to data from the Bandung City Manpower Office in 2020 and criminal data from the National Police Headquarters from March-August 2020. This study uses purposive random sampling technique, where purposive sampling is a technique that determines the sample by considering certain things.

$$n = N/N(d)^2 + 1$$

- n = sample;
 N = population;
 d = 95% precision value or
 sig. = 0.05.

Then the sample for the pre-survey test was obtained:

$$n = 3,396 / 3,396 (0.05) 2 + 1$$

$$n = 400 \text{ samples of respondents.}$$

RESULTS AND DISCUSSION

Figure below are result of hypothesis testing, self efficacy proven being mediating variable for empowerment and crime rate, direct effect is lower than indirect effect, hypothesis alternative is accepted and hypothesis null are not accepted, the crime rate is lower if empowerment is higher and self efficacy proven can lower crime rate in layoff victim due Covid -19 in Indonesia, moreover in Bandung area.

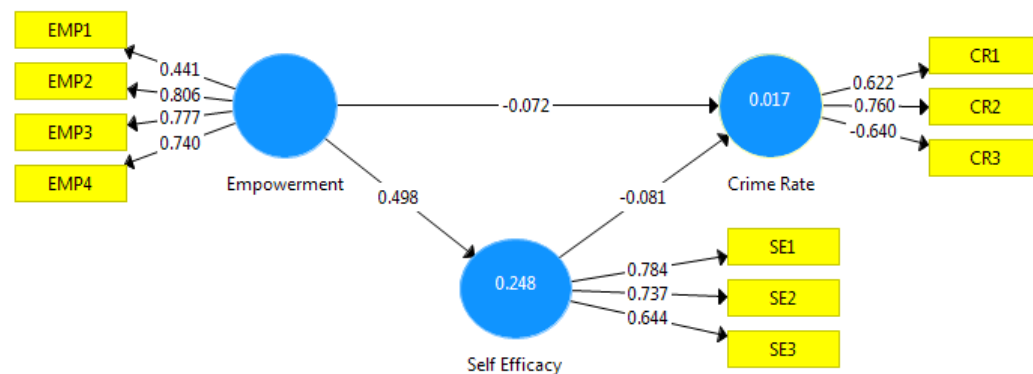


Figure 3.1. PLS Result Run with Smart PLS

This result shown that negative effect reflect the decreasing of crime number in Bandung City from April 2020 until August 2020, this situation relate to empowerment program held by Indonesian Ministry of Manpower and self efficacy of layoff victims, what more crucial are the government and Ministry can make program that raising the level of self efficacy in layoff victim, more over from the level of small neighborhood such as religion program and norm program that can control the intention to breaking law or crime activity. In opinion with Bandura (2006) a person with self-efficacy believes that they are able to do something to change the events around them, while a person with low self-efficacy considers himself basically unable to do everything around him. In difficult situations, people with low efficacy tend to give up easily. Meanwhile, people with high self-efficacy will strive to overcome obstacles that get in the way, this result also supported Carrooll, Gordon, Haynes, and Houghton (2013) individuals who have low self-efficacy are very vulnerable and easy to return to unreasonable relationships. well and can commit a crime again. More over this result also supported Azis and Novikayantie (2016) that most individuals will experience stress when faced with termination of employment because the income earned will stop, so for stopping a change in a person's life becoming stressful requires a new adjustment for the individual including coaching, training and workshop as empowerment to their new unpaid life. Empowerment, self efficacy and crime rate have reversible relation, we can assume from sample in Bandung

city that, the higher the level of self-efficacy will increase the effect of empowerment in reducing crime rates due to layoffs. This research is limited to the number of samples and the type of empowerment, for greater result and accuracy it can be expand in future research.

CONCLUSION

In conclusion of empowerment, self efficacy and crime rate that have reversible relation, we can assume from sample in Bandung city that the higher the level of self-efficacy will increase the effect of empowerment in reducing crime rates due to layoffs. This research is limited to the number of samples and the type of empowerment, for greater result and accuracy it can be expand in future research.

REFERENCES

- Bandura, A. (2006). Guide for constructing self-efficacy scales. *Self-Efficacy Beliefs of Adolescents*, 5(1), 307-337.
- Carroll, A., Gordon, K., Haynes, M., & Houghton, S. (2013). Goal Setting and Self-Efficacy Among Delinquent, At-Risk and Not At-Risk Adolescents. *Journal of Youth and Adolescence*, 42(3), 431-443.
- D. Dermawanti, A. Hoyyi, and A. Rusgiyono, "Faktor-Faktor Yang Mempengaruhi Kriminalitas Di Kabupaten Batang Tahun 2013 Dengan Analisis Jalur," *Jurnal Gaussian*, 4(2), 247 - 256, 2015.
- Davidoff, L. 1991. *Psikologi Suatu Pengantar: Jilid 2*. Alih Bahasa. Drs. Marijuniati. Jakarta: Erlangga.
- Ghufron dan Risnawati (2010). *Teori-teori psikologi*, Jogjakarta: Ar-Ruzz Media Group.
- Aziz, M. R., & Noviekayati, I. G. A. A. (2016). Dukungan sosial, efikasi diri dan resiliensi pada karyawan yang terkena pemutusan hubungan kerja. *Persona: Jurnal Psikologi Indonesia*, 5(01).
- Osmani, Siddiqur Rahman.2000. *Participatory governance, people's empowerment and poverty reduction*. New York: UNDP, 2000.
- Radosevich, D. J., Allyn, M., & Yun, S. (2007). Goal orientation and goal setting: Predicting performance by integrating four-factor goal orientation theory with goal setting processes. *Seoul Journal of Business*, 13(1), 21-46.
- Sugiyono. 2013. *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: CV. Alfabeta.