Siapkah Masyarakat Jawa Barat Menghadapi Pandemi Covid-19? Kajian Tentang Psychological Capital dan Learning Agility

Yus Nugraha*, Nurul Yanuarti, dan Azhar El Hami

Center for Human Capital and Organizational Development, Faculty of Psychology, Universitas Padjadjaran
*E-mail: yus.nugraha@unpad.ac.id

Abstrak

Perancangan kebijakan dalam rangka menyiapkan masyarakat yang tangguh dalam menghadapi situasi keterpurukan secara tiba-tiba seperti pada saat pandemi Covid-19 sangatlah penting bagi pemerintah. Dalam hal ini, tentu modal utama yang harus diandalkan dari masyarakat adalah kesiapan psikologis dan ketangkasan dalam belajar di situasi yang sulit atau disebut dengan istilah psychological capital dan learning agility. Jawa Barat merupakan salah satu provinsi yang menyumbang perekomian negara secara strategis sehingga perlu untuk memperhatikan kesiapan masyarakatnya, khususnya pada profesi-profesi tertentu yang pernah terdampak secara langsung pandemi Covid-19. Penelitian ini dilakukan pada 215 partisipan yang merupakan buruh, driver ojek online, UMKM, dan guru dengan menggunakan metoda incidental sampling. Hasil menunjukkan bahwa masyarakat Jawa Barat dengan keempat profesi tersebut memiliki modal psikologis yang membuatnya secara psikologis siap dalam menghadapi tantangan di situasi sulit (pandemi Covid-19) dan memiliki kemauan untuk secara sigap mempelajari dan menguasai kompetensi baru. Hal ini menunjang mereka untuk dapat berhasil melalui tantangan yang datang secara tiba-tiba di masa pandemi Covid-19.

Kata kunci: learning agility, modal psikologis, Covid-19, UMKM, normalisasi

Are the People of West Java Ready to Face the Covid-19 Pandemic? Study of Psychological Capital and Learning Agility

Abstract

Designing policies to prepare a resilient society to face sudden downturns is very important for the government, for example, when society faces the impact of the Covid-19 pandemic. In this case, the principal capitals that the community must rely on are their psychological readiness and also their ability to learn quickly in difficult situations. These principle capitals are then called psychological capital and learning agility. West Java is one of the provinces that contributes to the country's economy strategically; in this case, it is necessary to always pay attention to the readiness of its people, especially in certain professions that have been directly affected by the difficult situation during the Covid-19 pandemic. This research was conducted on 215 participants who were laborers, online motorcycle-taxi drivers, microbusiness owners, and teachers using an incidental sampling method. The results show that people in West Java with these four professions have psychological capital that makes them psychologically ready to face challenges in difficult situations (Covid-19 pandemic) and have the willingness to learn and master new competencies quickly. These traits support them in overcoming the challenges that suddenly came during the Covid-19 pandemic.

Keywords: learning agility, psychological capital, Covid-19 pandemic, microbusiness, normalization

Introduction

Covid-19, a disease caused by the novel coronavirus, has threatened the world for the past two years. According to Baskara (2020), in March 2020, the World Health Organization (WHO) revised the status of its spread from endemic to a pandemic. The rapid spread of this disease reached Indonesia in no time, with the first confirmed case recorded on 2 March 2020 (Nuraini, 2020). Since its outbreak in the country, the positivity rate has continued to increase, reaching 21% in August 2021, far above the 5% rate recommended by WHO.

The increasing national positivity rate alarmed both the Indonesian government and the people. Therefore, to curb the spread of the disease, the government immediately imposed a series of policies, namely PSBB (the Large-Scale Social Restrictions) on 31 March 2020, PPKM Micro (Micro-Scale Activity Restrictions) on 9 February 2021, PPKM (Emergency Public Activity Restrictions) from 11 to 25 July 2021, PPKM Darurat (Emergency Public Activity Restrictions) on 20 July 2021, and Level-3 up to 4 PPKM on 16 August 2021 (MELA). Furthermore, from 11–25 July 2021, the restriction of social and economic activities has led to a significant decline in people's income. This decrease and the difficult situation created new social and economic crises.

Various policies from the Indonesian government in restricting community activities on a large scale to suppress the spread of the Covid-19 virus have had a significant influence on people's lives. As a result, people were not free to carry out social, educational, economic, cultural, and other activities. The restriction directly affects many communities that work in the informal sector such as online motorcycle taxi drivers, construction workers, market traders, hawkers, and others. The informal sector, such as the airline industry, manufacturing industry, SMEs, etc., was also affected.

According to the data released by the Ministry of Manpower on 20 April 2020, in Indonesia, 2,084,593 workers from 116,370 companies were either suspended or lost their jobs due to the virus. Meanwhile, approximately 40% of entrepreneurs experienced stagnation or were out of business, and 52% reported much less business revenues. Furthermore, about 55% of independent workers lost their jobs, while 38% of work orders went extinct (Asterina, 2020). The government was concerned by the massive impacts of the restrictions felt in all provinces, particularly West Java, which is currently a province with the densest population in Indonesia (Amazon Web Services, 2021) and one of the provinces that has been quite heavily impacted by Covid-19 (Coordinating Ministry for Economic Affair, 2021)

Seeing all the situations that occur, of course, every profession will face various challenges to survive the impact of the Covid-19 pandemic. SMEs have a strategic contribution to the country's economy and contribute 30% - 50% to the gross domestic product (GDP), which determines the added value of the production of goods and services in Indonesia; they need to change strategies quickly to maintain their businesses (Sugiri, 2020). If there are no rapid business process changes, then not only will the country's income and economy plummet, but it will also impact the increase in unemployment due to a reduction in the number of employees in the SME sector. This phenomenon is caused by a contraction in economic activity, which impacts on people's decline purchasing power in various groups (Sumner et al., 2020).

This decline in people's purchasing power also impacts on various industries supporting state income, including manufacturing. It is known that Indonesia has become the largest manufacturing industrial base in ASEAN. So, most people here are involved in the manufacturing industry, one of which works as a worker. With the decline in people's purchasing power, like it or not, various manufacturing industries are trying to make company operations more efficient by massively reducing resources, especially workers.

Also, informal workers such as online motorcycle taxi drivers have been affected by the Covid-19 pandemic. Restrictions on community activities by the government, a decrease in people's purchasing power, and people's fear of direct contact with the outside world ultimately resulted in a lack of orders for them. Based on research conducted by

Zikrillah (2023), 99% of 50 online motorcycle taxi drivers admitted that the Covid-19 pandemic had an impact on reducing their income due to a lack of orders, cuts to bonuses and cuts to their pay. This situation is undoubtedly a challenge for online motorcycle taxi drivers to survive during the Covid-19 pandemic with their profession.

Teacher is another profession with specific challenges in surviving during the Covid-19 pandemic, as a profession whose activities cannot be stopped to maintain the quality of education in Indonesia. In this case, teachers must prepare themselves in various ways to continue their profession. According to Lian and Amiruddin (2021), the challenges for teachers during the new Covid-19 pandemic were technological disparities between schools in big cities and regions, limited teacher competence in using learning applications, and limited ability to use educational technology such as the internet and quotas, and so on.

In facing the various challenges to survive through the Covid-19 pandemic, it is necessary to be psychologically prepared for individuals who carry out various professions, help the nation recover from its crisis, and get back on track for future economic development. Individual psychological readiness to successfully face challenges during the Covid-19 pandemic is then described as psychological capital (PsyCap). PsyCap is marked by four characteristics, namely (1) persevering toward goals or hopes, (2) having self-confidence (self-efficacy) to take on and put in the necessary effort to succeed at challenging tasks, (3) having the ability (resilience) to survive, bounce back, and attain success, and (4) making a positive attribution (optimism) (Luthans & Youssef-Morgan, 2017). These four characteristics synergize and embody individuals to maximize their human potential (Luthans et al., 2007). Yantiningtyas (2020) also states that individuals with psychological capital have confidence in expressing opinions, are optimistic, do not panic easily, and always develop and improve themselves to adapt to changes in the future.

Apart from individuals' psychological readiness to face challenges during the Covid-19 pandemic, their success in getting through adversity during this period was due to their agility in learning and producing new skills. This agility can be used as a weapon to survive difficulties, referred to as learning agility (LA). de Meuse et al. (2012) define learning agility as the desire and ability to learn new competencies and perform these competencies well in various conditions, even demanding conditions. Learning agility is carried out by four factors. The first is people agility, which is the process people need to know themselves through past experiences, treat others in constructively, and survive under pressure. The second is result agility, which is associated with the process used by a person to obtain good work results under challenging conditions and improve other people's confidence at work. The third is mental agility, which is associated with the process used by a person to determine a problem from a new perspective, feel comfortable with complexities and ambiguities, and explain their idea to others. Meanwhile, the fourth is change agility, the process people use to achieve high curiosity, the eagerness to face challenges and new things, and the desire for activities capable of developing their skills (Lombardo & Eichinger in de Meuse et al., 2012).

Following the explanation, this study aims to provide an overall picture of the mental and psychological state of West Java indigenes affected by the Covid-19 pandemic, focusing on their PsyCap and LA. The government can also use the results as a recommendation to recover the local economy.

Method

The research was conducted on 215 participants who work as laborers, SMEs, teachers, and online motorcycle taxi drivers in West Java. Most of the participants (116 or 54%) were domiciled in the Bandung area, while 35 (16%) were from West Bandung, 22 (10%) were from Cimahi, and 20% were from other cities in West Java Province. Of the participants, 147 (68.4%) are males and 68 (31.6%) are females. All participants were selected using the incidental sampling method. The sampling method was chosen based on considerations of limitations in conducting research during the Covid-19 pandemic. This research used Google Form to gather data from participants. In this form, some

information about the aim of the research, informed consent, and a statement for confidentiality were given to the participants before they filled in the questionnaire. The data were collected from May to September 2020, and the participants were also requested to provide their demographic data, such as age, marital status, and gender (Ethical approval no. 487/UN6.KEP/EC/2020 & No. Reg. 0720050531).

The PsyCap measurement used in this study has a reliability value of 0.928, which means that the measuring instrument truly measures the subject's level of PsyCap. PsyCap has four aspects: self-efficacy, hope, optimism, and resilience. The form of the item from the self-efficacy aspect is "I feel confident in representing my work area in meetings with management". Next, the item of hope aspect is "If I should find myself in an hour at work, I could think of many ways to get out of it". Then, the item form of resilience is "When I have a setback at work, I have trouble recovering from it, moving on". Lastly, the item form of optimism is "If something can go wrong for me work-wise, it will".

Furthermore, LA was measured using De Meuse et al. (2010)'s 12-item instrument, with a reliability value with Cronbach's Alpha 0.897, which means that the measuring instrument truly measures the level of LA of the subject. The four LA dimensions measured are openness to experience, openness to social support, openness to problem, and fast response. The form of the item from the openness to experience dimension is "trying new methods even though they may not necessarily work". Next, the item of openness to society dimension is "to ask other people about the problems they face". Then, the item form of openness to problem solving is "seeing problems from a different point of view". Lastly, the item form of responsiveness is "respond quickly to new problems that arise".

The data were processed and analyzed using IBM SPSS Statistics 25, developed for Macintosh. This software was used to perform differences tests, namely one-way ANOVA, to determine the dominant group whose members indicated the presence of PsyCap and LA. Demographic characteristics, such as the types of work controlled in this study, were also considered due to their ability to affect the respondents' PsyCap and LA.

Results

Figure 1 shows the PsyCap of West Java people, which was categorized as high (214; 99.5%). The highest-scoring dimension was optimism ($M = 29.44$, $p = .000$), while the lowest was resilience ($M = 26.36$, $p = .000$). The complete measurement results for each dimension are shown in Table 1 below. The respondents' PsyCap was also measured within their respective groups. The online motorcycle taxi drivers had the highest PsyCap ($M = 115.53$) and teachers had lowest PsyCap ($M = 108.31$).
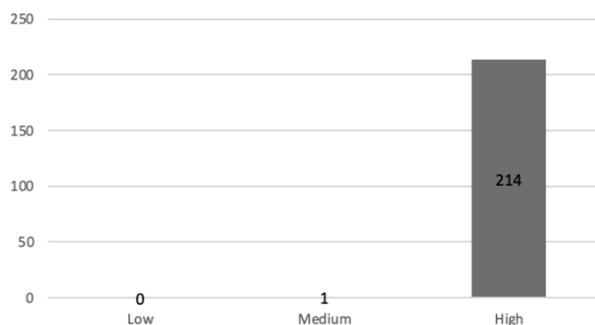

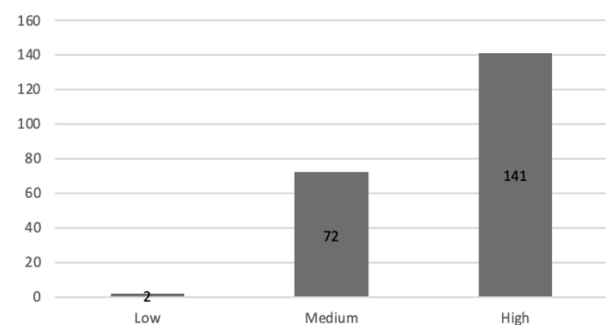**Figure 1.** West Java people's psychological capital

Figure 2. West Java people's learning agility

Table 1. Description of Psychological Capital Dimensions

Dimension	M	p
Hope	28.32	.000
Efficacy	28.27	.000
Resilience	26.36	.000
Optimism	29.44	.000

Table 2. Psychological Capital Means Based on Types of Work

Type of work	M	p
Laborers	108.43	
Online (app-based) motorcycle-taxi drivers	115.53	.107
SMEs	112.65	
Teachers	108.31	

Figure 2 showed that West Java people generally had a high level of LA (65.6%). Meanwhile, Table 3 showed that LA was dominated by the people's agility dimension ($M = 15.874$, $p = .000$), and less-dominated by change agility ($M = 7.967$, $p = .000$).

A one-way analysis was performed to determine each group's LA. Based on the analysis, the motorcycle drivers showed the highest LA ($M = 48.01$) with the lowest score ($M = 46.18$) obtained by the teachers. However, in this case, there were no significant differences in the level of LA between the four groups of respondents ($p > .05$). The complete results are shown in Table 4.

Discussion

Based on the results of research on laborers, SMEs, online motorcycle-taxi drivers, and teachers in West Java in the face of the Covid-19 pandemic, it is known that 99.5% of them have PsyCap levels that are in the high category. This result means that all four professions have a PsyCap designed to cope with the various challenges and difficulties during the Covid-19 pandemic. Also, according to the results, there are no significant differences over the components forming the PsyCap of the study participants. However, if compared within its own dimension, the aspect of optimism is the aspect that has the highest value compared to the other aspects. In other words, laborers, SMEs, online motorcycle-taxi drivers, and teachers in West Java are optimistic about the difficult times of the Covid-19 pandemic.

Furthermore, the research results also show that the laborers, SMEs, online motorcycle-taxi drivers, and teachers in West Java have the hope and conviction and also feel capable of overcoming the difficulties they faced during the Covid-19. These characteristics are demonstrated by their high scores of hope, self efficacy, and resilience. One of the factors that could be the cause of their PsyCap in the face of difficulties during the Covid-19 pandemic is the presence of religiosity that is identical to the characteristics of the Indonesian people in facing various problems.

According to Gallup, through its 2020 International survey, Indonesia has the most religious population (believing in God's intervention) compared to other countries like the Middle East, Africa, Europe, and America. This is in accordance with the results obtained from this research. Based on open questions, it was found that the participants

Table 3. Description of Learning Agility Dimensions

Dimension	Mean difference	p (2-tailed)
Openness to experience	15.874	.000
Openness to social support	8.023	.000
Openness to problem	15.391	.000
Fast respond	7.967	.000

Table 4. Learning Agility Means Based on Types of Work

Dimension	M	p
Laborers	46.86	
Online (app-based) taxi-motorcycle drivers	48.01	.664
SMEs	47.20	
Teachers	46.18	

had a strong belief in God who helped them get through difficult times during the pandemic. They are convinced that God has given them the strength and the way to return to what was even better with the Covid-19 pandemic.

A further review of the results showed that online motorcycle-taxi drivers have the highest PsyCap score compared to other groups. Although no significant differences were found, higher PsyCap scores in online motorcycle-taxi drivers scores described better psychological readiness of the drivers. It is not surprising considering that online motorcycle-taxi drivers have been mostly exposed to technology in their daily professional activities compared to the other group of respondents. Meanwhile, teachers have lower scores than the other three groups, which may be due to the drastic change of daily habit from on-site teaching to online teaching. Not to mention, there are barriers in the transition to online teaching faced by teachers, such as poor online learning facilities, low literacy skills, difficult internet access, and poor self-learning skills (Sudrajat, 2020).

Apart from finding that laborers, online motorcycle-taxi drivers, SMEs , and teachers in West Java have good psychological readiness to face the challenges during the Covid-19 pandemic, they also have high LA to be able to overcome these challenges. The findings illustrate that 65.5% of respondents had a level of LA in the high category. This means that professional practitioners in West Java have the ability to respond to events by learning various new competencies and studying these competencies seriously, even under challenging conditions (Lombardo & Eichinger, 2000 in de Meuse et al., 2012). When people have a high score of LA, they are happy to work with various people and learn from others quickly. This would benefit the people of West Java because it would support them to rise more easily from adversity during the Covid-19 pandemic.

Taking a deeper look at the dynamics of the dimensions of LA in the four professions in the research, it is known that what supports their ability to be agile in learning to deal with situations that occur is openness in learning new things and openness in considering various alternative solutions to existing problems. Even though no significant differences were found by comparisons, two of the four dimensions contributed with high scores to the LA of research respondents. This result illustrates that the four professions in West Java are willing to learn and master new skills to rise from difficult situations. With advances in technology and the search for information today, it is not surprising that it is easy for them to gain new experiences and various alternatives to face new problems encountered during the Covid-19 pandemic.

It was also found that online motorcycle-taxi drivers have a higher level of LA than other professional groups. Although no significant differences were found, the higher average LA score of online motorcycle-taxi drivers illustrates their ability to learn new competencies and implement them in various conditions. The close daily relationship of online motorcycle-taxi drivers with technological developments, such as using various digital applications, will make it easier for them to adapt to the Covid-19 pandemic with various policies that limit it. In this case, it goes back to the dynamics in PsyCap, where the teaching profession has a lower LA score than other groups. Teachers are one of the professions that is highly demanded to learn various new competencies during the downturn of the Covid-19 pandemic. Moreover, they must continue to ensure that the quality of student learning outcomes is guaranteed.

Close observation of the two variables that determined the success of West Java in facing the challenges posed by the impacts of the pandemic were PsyCap and LA. In other words, people in this province generally have the capacity, will, and readiness to develop themselves by learning new competencies. However, teachers supposed to be central and competent figures in providing quality education (Sopian, 2016) ironically showed the lowest level of PsyCap and LA. This result is ironic because teachers who should be able to instill LA in students and prepare them to face various challenges ahead actually have a low level of LA compared to other professional groups in this research. Even though by category, the teaching profession still has high levels of PsyCap and LA. However, special attention

has yet to be given to prevent undesirable things from happening, such as a decline in the quality of education for students. If this continues to happen, then how will students prepare for their future and be ready to face challenges? In fact, preventive measures and the government's attention are needed in this case.

Conclusion

Based on the result of the study of the PsyCap and LA of West Java people in facing the challenge to recover from the adversity caused by the pandemic, the following conclusions were drawn:

1. West Java people generally had a high level of psychological capital. The highest-scoring dimension was optimism, while the lowest-scoring dimension was resilience, although no significant differences were found.
2. West Java people generally had a high level of learning agility. The highest-scoring dimension was people agility, while the lowest-scoring dimension was change agility, although no significant differences were found.
3. The West Java government's plan to alleviate the people's economy needs to be designed based on a priority scale. Therefore, by considering the study results and the strong readiness, new competencies are recovered from the adversity caused by the pandemic. Various self-development training activities need to be welcomed and used as a pathway to revive the overall economy.

Acknowledgements

References

Amazon Web Services. (2021). Jawa Barat menjembatani kesenjangan digital antara perkotaan dan pendesaan dengan aplikasi yang dibangun di AWS. https://aws.amazon.com/id/solutions/case-studies/west-java/

Asterina, D. (2020). Inilah hasil kolaborasi riset antara LIPI, Kemnaker dan Lembaga Demografi FEB UI Fakultas Ekonomi dan Bisnis Universitas Indonesia. *Fakultas Ekonomi Dan Bisnis Universitas Indonesia.* https://www.feb.ui.ac.id/blog/2020/05/26/inilah-hasil-kolaborasi-riset-antara-lipi-kemnaker-dan-lembaga-demografi-feb-ui/

Coordinating Ministry for Economic Affairs. (2021). Laporan kajian dampak pandemi Covid-19 terhadap ketenagakerjaan di Indonesia. https://www.ekon.go.id/source/publikasi/Dampak%20Pandemi%20Covid-19%20terhadap%20Ketenagakerjaan%20Indonesia.pdf

de Meuse, K. P., Dai, G., & Hallenbeck, G. S. (2010). Learning agility: a construct whose time has come. *Consulting Psychology Journal*, *62*(2), 119–130. https://doi.org/10.1037/a0019988

de Meuse, K. P., Dai, G., Swisher, V. v., Eichinger, R. W., & Lombardo, M. M. (2012). Leadership development: exploring, clarifying, and expanding our understanding of learning agility. *Industrial and Organizational Psychology*, *5*(3), 280–286. https://doi.org/10.1111/j.1754-9434.2012.01445.x

Lian, B., & Amiruddin, D. (2021). Profesionalisme guru di era pandemi Covid-19. *Prosiding Seminar Nasional Pendidikan Program Pascasarjana Universitas PGRI Palembang 15-16 Januari 2021.*

Luthans, F., Youssef, C. M., & Avolio, B. J. (2007). *Psychological capital: developing the human competitive edge.* Oxford University Press.

Luthans, F., & Youssef-Morgan, C. M. (2017). Psychological capital: an evidence-based positive approach. *Annual Review of Organizational Psychology and Organizational Behavior*, *4*, 339–366.

Nuraini, R. (2020). *Kasus Covid-19 pertama, masyarakat jangan panik*. Indonesia.go.id. https://indonesia.go.id/narasi/indonesia-dalam-angka/ekonomi/kasus-covid-19-pertama-masyarakat-jangan-panik

Sudrajat, J. (2020). Kompetensi guru di masa pandemi Covid-19. *Jurnal Riset Ekonomi dan Bisnis* , 100-110.

Sugiri, D. (2020). Menyelamatkan usaha mikro, kecil dan menengah dari dampak pandemi Covid-19. *Fokus Bisnis : Media Pengkajian Manajemen Dan Akuntansi*, *19*(1), 76–86. https://doi.org/10.32639/fokusbisnis.v19i1.575

Sumner, A., Hoy, C., & Ortiz-Juarez, E. (2020). Estimates of the impact of Covid-19 on global poverty. *WIDER Working Paper*. https://doi.org/10.35188/unu-wider/2020/800-9

Sopian, A. (2016). Tugas, peran dan fungsi guru dalam pendidikan. *Jurnal Tarbiyah Islamiyah*, *1*(1), 88–97.

Yantiningtyas, I. D. (2020). *Pentingnya learning agility di masa pandemi dan VUCA.* SWA. https://swa.co.id/swa/my-article/pentingnya-learning-agility-di-masa-pandemi-dan-vuca.

Zikrillah, M. D. (2023). Analisa dampak pandemi Covid-19 terhadap kesejahteraan ojek online di Bandar Lampung dengan metode relatif indeks. *Jurnal Dinamika Sosial Budaya*, *25*(3), 1–9.