

SELF-EFFICACY, EMOTION REGULATION, AND RESILIENCE OF FORMAL WORKING MOTHERS DURING THE COVID-19 PANDEMIC

Nadia Rahmania^{*)}, Risda Rizkillah, Musthofa

Department of Family and Consumer Sciences, Faculty of Human Ecology,
Bogor Agricultural University, Bogor 16880, Indonesia

^{*)}E-mail: nadiaarhmn@gmail.com

Abstract

Resilience can give an individual the strength to face stressful situations and view life positively. The purpose of this study was to analyze the influence of self-efficacy and emotion regulation on the resilience of mothers who work in the formal sector during the Covid-19 pandemic. The research design used was cross-sectional, and the research location was determined using a purposive technique based on the high number of Covid-19 cases at the time of the study, so DKI Jakarta and West Java were chosen. Primary data was collected through questionnaires distributed online via a google form. The sampling technique used voluntary sampling with the respondent's criteria: formal working mothers with school-age children and intact families in DKI Jakarta and West Java Provinces. The number of respondents in this study was 101 people. Data were analyzed using correlation and regression tests. Results showed that self-efficacy, emotion regulation, and resilience were positively related and more than half of mothers had moderate self-efficacy, emotion regulation, and resilience. The regression test results stated that self-efficacy, emotion regulation, and daughters positively affected the mother's resilience. Meanwhile, the father's age had a negative effect on the mother's resilience.

Keywords: covid-19 pandemic, emotion regulation, resilience, self-efficacy, working mother

EFIKASI DIRI, REGULASI EMOSI, DAN RESILIENSI IBU PEKERJA FORMAL SELAMA PANDEMI COVID-19

Abstrak

Resiliensi dapat membuat seorang individu memiliki kekuatan ketika menghadapi situasi penuh tekanan dan memandang hidup dengan cara yang positif. Penelitian ini bertujuan untuk menganalisis pengaruh dari efikasi diri serta regulasi emosi terhadap resiliensi ibu yang bekerja di sektor formal selama pandemi Covid-19. Desain penelitian yang digunakan adalah *cross sectional* dan penentuan lokasi penelitian menggunakan teknik *purposive* berdasarkan tingginya angka kasus Covid-19 pada saat penelitian sehingga terpilih Provinsi DKI Jakarta dan Jawa Barat. Data primer dikumpulkan melalui angket yang dibagikan secara *online* melalui *google form*. Teknik pengambilan sampel menggunakan *voluntary sampling* dengan kriteria responden yaitu ibu pekerja formal yang memiliki anak usia sekolah dan keluarga utuh. Total responden pada penelitian ini adalah 101 orang. Data dianalisis menggunakan uji korelasi dan regresi. Hasil penelitian menunjukkan bahwa antara efikasi diri, regulasi emosi, dan resiliensi saling berhubungan positif dan lebih dari separuh ibu memiliki efikasi diri, regulasi emosi, dan resiliensi yang terkategori sedang. Hasil uji regresi menyatakan bahwa efikasi diri, regulasi emosi, dan anak perempuan berpengaruh positif terhadap resiliensi ibu, sementara usia ayah berpengaruh negatif terhadap resiliensi ibu.

Kata Kunci: efikasi diri, ibu bekerja, pandemi covid-19, regulasi emosi, resiliensi

INTRODUCTION

Since the first Covid-19 case was discovered in early March 2020, the Indonesian government has also given appeals related to health protocols or adopting new habits that all levels of society must obey without exception. Various efforts have been made to prevent the spread of the virus, which is currently endemic, infecting more people. For example, in collaboration with Mayors and Regents, the Governor of West Java implemented Large-Scale Social Restrictions (PSBB) in all regions simultaneously (Herdiana, 2020). Anhusadar (2020) stated that the Large-Scale Social Restriction (PSBB) policy during the Covid-19 pandemic required the public to make adjustments to their learning, work, and even worship activities from home so -

the roles usually carried out in schools or educational institutions became centered in the family unit. This will certainly add to the burden for working mothers. Mothers must continue to do their work from home (work from home), besides that, they are also required to be a companion for the child, especially school-age children, who also have to undergo teaching and learning activities or study from home (study from home). In contrast to teenagers and adults who have enough independence when studying, school-age children still need assistance during teaching and learning activities. Based on Pahmi et al. (2021), teaching and learning assistance activities for school-age children during the Covid-19 pandemic are important because children can find it difficult to understand the material presented by teachers using online learning methods and can have an impact on children's learning motivation such as feeling bored during online learning activities.

Rachellina and Adisasmita (2021) found that more than 50 percent of mothers with primary school-age children in Jabodetabek had a moderate level of stress, and 31 percent showed symptoms of mild anxiety. Anxiety and stress caused by situations and conditions during the Covid-19 pandemic are new challenges for working mothers. Based on the results of Chairani's (2020) research, women experience greater difficulties in dealing with situations caused by the Covid-19 pandemic, both in the health and economic fields. The group of married women or working mothers becomes the party with higher stress levels because of the double burden they carry, especially in situations with the current work-from-home system (Alifah, 2021).

Based on the research results by Apreviadizy and Puspitacandri (2014), the stress level in working mothers is higher when compared to mothers who do not work. Resilience can help an individual to adapt and deal with the stress that befalls her (Akbar & Pratasiwi, 2017). According to the results of research by Silva et al. (2020), high-stress level has a strong relationship of 99,34 percent with low resilience. Based on the results of qualitative research by Kusumastuti (2020), during the Covid-19 pandemic, working mothers experienced dual role conflicts due to the pressures experienced by mothers as housewives and workers simultaneously. The causes of low resilience in some parents are found in the results of a study conducted by Solichah and Shofiah (2021), the results show that there are still two out of ten parents (20%) who are unable to manage their emotions and three out of ten parents (30%) lack of self-efficacy when accompanying children to study from home (SFH). Children are more motivated to learn face-to-face learning methods in a class when meeting with teachers and friends. The psychology research team from the University of Indonesia, Habibie et al. (2021), conducted a study to determine the state of Indonesian people's resilience during the Covid-19 pandemic. Based on the results of this study on 5817 respondents from the age range of 18 to 82 years as well as professional groups, employees, teachers, lecturers, and others, it was found that in general, the average resilience of Indonesians is low. This means that the average Indonesian tends to be intolerant of pressure and is pessimistic about seeing the future when they are in a stressful situation. Resilience is an individual's ability to survive and adapt to unexpected and challenging situations (Reivich & Shatte, 2002). The resilience and success of mothers in dealing with work-related stress, according to the research results of Hadjicharalambous et al. (2020), is something that can offset the negative effects of stress and improve the well-being of working women. Factors that affect an individual's resilience include emotional regulation and self-efficacy (Reivich & Shatte, 2002).

Emotion regulation is an effort made by individuals to influence the emotions being felt and direct individuals to behave and express their emotions (Pahlevi & Salve, 2018). The results of Apriati and Andini's (2021) research show that the highest level of emotional regulation in working mothers while accompanying children to learn online during the Covid-19 pandemic is in the medium category, which is 68,97 percent, while 13,79 percent of mothers are in a low category. Mothers who still do their full job in the office cause various emotional responses to emerge, so good emotional regulation is needed (Apriati & Andini, 2021). A mother needs to have the emotional stability to deal with pressure and stress due to situations and conditions during the Covid-19 pandemic. Emotional regulation is positively related to resilience (Trompetter et al., 2017). Positive emotions contribute to an individual's ability to be resilient and able to recover from the effects of negative emotions, this has an important impact on health (Tugade & Fredrickson, 2007). In addition to emotional regulation, self-efficacy, or an individual's belief in his ability to face and overcome challenges, is also important for working mothers to achieve resilience (Reivich & Shatte, 2002).

People's beliefs in coping abilities influence how much anxiety, stress, and depression they experience in threatening or difficult situations (Bandura, 1997). When faced with a challenge and failure, people who do not believe in their abilities will give up quickly. Meanwhile, people with self-efficacy or strong self-confidence related to their abilities will continue trying even though they fail to master challenges (Bandura, 1997). The Covid-19 pandemic has become a source of stress for most people; individuals are faced with increasing stress levels because this condition causes several fears, such as health, social, and economic (Meyer et al., 2022). The research results of Meyer et al. (2022) emphasized that self-efficacy is one of the most important factors for managing stress levels during the Covid-19 pandemic. Self-efficacy in working mothers can also affect their ability to carry out multiple roles (Rahmawati & Retnaningsih, 2018). Low self-

efficacy in mothers will cause this to be related to the emergence of anxiety and stress or even depression due to the pressure being faced (Rahmawati & Retnaningsih, 2018). Mothers' self-efficacy and resilience go hand in hand (Kumas & Sümer, 2019). This is also proven in a study by Nisa (2019), which found that the better the mother's self-efficacy, the better the mother's resilience.

Based on the results of previous studies up to the time this research was conducted, there were still not many studies on self-efficacy and emotional regulation on resilience in working mothers, especially with the criteria of formal working mothers and having school-age children during the Covid-19 pandemic so that researchers were interested in researching this topic. Therefore, in general, this study aims to analyze the effect of self-efficacy and emotional regulation on the resilience of formal working mothers during the Covid-19 pandemic.

METHODS

This study used a cross-sectional design because it was conducted at a certain time. Cross-sectional studies allow the collection of information in a short time (Zangirolami-Raimundo et al., 2018). Primary data collection was carried out starting from March to May 2021. Primary data was obtained by distributing online questionnaires using google forms through social media and then filled in by the respondents independently covering family characteristics such as age (father, mother, and children), occupation (father, and mother), length of education (father and mother), family size, family income, self-efficacy, emotional regulation, and mother's resilience.

Respondents are mothers who work in the formal sector in DKI Jakarta and West Java Provinces, have school-age children (6-12 years) and have whole families. The sampling technique used is voluntary sampling, which means that the final sample of this technique is selected from prospective respondents who are willing and qualified to participate in the survey (Murairwa, 2015). The sample was taken using the Lemeshow formula (1990) in Priyambodo (2019). Sampling using the Lemeshow formula can be used in research with an unknown population. The formula is as follows:

$$n = \frac{Z^2 \cdot 1 - \frac{\alpha}{2} \cdot P(1 - P)}{d^2}$$

$$n = \frac{1,96^2 \times 0,5 (1 - 0,5)}{0,1^2} = \frac{3,8416 \times 0,25}{0,01} = 96,04$$

Description:

n = number of samples

$Z^2_{1-\alpha}$ = Z score at $1-\alpha/2$ confidence level 95% = 1,96

p = estimated proportion = 0,5

d = proportion used = 0,1 (alpha) / sampling error = 10%

Based on the above calculation, the researcher got a result of 96.04. Because the results of these calculations are close to 100, the calculations are rounded up so that the number of respondents for this study is at least 100. Therefore, after collecting and cleaning the data, a total of 101 formal working mothers were obtained for this study.

Measurements related to self-efficacy were carried out with slight modifications to the New General Self-Efficacy Scale (NGSE) instrument from Chen et al. (2001), which has eight questions spread over three dimensions (magnitude, generality, and strength) with five answer choices on a Likert scale (1 = "strongly disagree," 5 = "strongly agree"). The modification was made only to adjust the conditions during the Covid-19 pandemic on all questions. For example, after the modification, one of the questions was, "I can complete difficult tasks even though I am in the Covid-19 pandemic". The reliability test results for this questionnaire show Cronbach's alpha value of 0,842. Meanwhile, emotion regulation was measured using an instrument modified from Gross & John's (2003) Emotion Regulation Questionnaire (ERQ) with ten questions divided into two dimensions (cognitive reappraisal and expressive suppression) and seven answer choices (1="very disagree," 7="strongly agree"). Modification of all questions was only made to adjust conditions during the Covid-19 pandemic. An example of one of the statements after the modification was, "During the Covid-19 pandemic, I control my emotions by changing the way I think about the situation at hand". The reliability test results for the ERQ questionnaire resulted in a Cronbach's alpha value of 0,900. In the resilience variable, the instrument was modified using a short version of Connor-Davidson's resilience instrument developed by Campbell-Sills & Stein (2007) in 10 unidimensional statements (CD-RISC 10). The answer choices are given using a Likert scale (1 = "very unsuitable," 5 = "very appropriate"). All questions were modified to adjust the

conditions during the Covid-19 pandemic. For example, after the modification, one of the statements was, "I am able to adapt to the changes in life that have occurred due to the Covid-19 pandemic". Cronbach's alpha value for this questionnaire is 0,888. All assessments of measuring self-efficacy, emotional regulation, and mother's resilience were then carried out according to the reference of each measuring instrument used in this study, which was categorized into low, medium, and high index categories based on Bloom's (1956) cut-off in Hui -Chin et al. (2015).

Data processing was carried out using Microsoft Excel and IBM SPSS 25. The first statistical analysis used was descriptive analysis to assess the distribution of answers from the average, minimum and maximum values and standard deviations based on the characteristics of mothers, fathers, and families, self-efficacy scores, emotion regulation, and resilience of working mothers in the formal sector. After conducting a descriptive analysis, it is continued with a correlation test analysis to see if there is a relationship between the variables studied. Before proceeding to the regression test, the classical assumption test was first tested, namely the normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test, to see that the data used were normally distributed before being tested for regression. After the classical assumption test was carried out and it was seen that the data were normally distributed, then regression analysis was performed to test the effect of characteristics, self-efficacy, and emotional regulation on a mother's resilience.

RESULTS

Family Characteristics

The mother's domicile is mostly in East Jakarta City, 14,9 percent, followed by Bandung City and Regency, with 9,9 percent each. The average age of the mother in this study was 38,98 years. Meanwhile, the average age of the father is 41,90 years. Family size ranges from 3 to 8 people, with an average of 4. Families had an average year of being married, 13,33 years. The average length of education taken by the mother is 15,74 years, and the average length of education taken by the father is 15 years.

During the Covid-19 pandemic, most mothers (87,1%) had worked from home, and half of the mothers (50,5%) worked in shifts or alternately, working from home and in the research office. In this study, the mother's most common type of work was as a teacher, which was 37,6 percent, while the father's occupation was mostly as a private employee (38,6%). The mother's average working time is 37 hours per week, and she has 13,03 years of working experience. The average income earned by the mother per month is around IDR6.264.356,44, and the father's income per month on average is IDR7.815.841,67. Some families have other members who live in the same house and have worked, so they have additional income for each family, with an average monthly income of IDR267.326,73. So, the average family income per month is IDR14.347.524,84.

Self-Efficacy

Based on the results of the study in Table 1, it can be seen that 62,3 percent of mothers' self-efficacy is in the medium category, while 24,8 percent is in a low category and 12,9 percent is in the high category. Therefore, the average index value is 67,64. Half of the mothers felt the dimension of magnitude or the difficulty level during the Covid-19 pandemic (50,5%) was in the medium category. On the other hand, almost two-thirds of mothers (61,4%) agree that they can overcome life's challenges, and 71,3% agree that they can work quite well. The generality dimension or mother's belief that she can complete the tasks faced during the Covid-19 pandemic is categorized as moderate at 68,3% percent. Five-sevenths of mothers (70,3%) agree that mothers still think they can get something important for themselves. Meanwhile, the dimension of strength, or the mother's belief in her ability to complete tasks during the Covid-19 pandemic, is in the medium category at 57,4 percent. Two-thirds of mothers (69,3%) agree that mothers are confident that they will complete their tasks or achieve their plans if they try their best.

Table 1 Distribution of mothers based on the category of self-efficacy dimensions

Category	Magnitude		Generality		Strength		Total Efikasi Diri	
	n	%	n	%	N	%	n	%
Low (<60)	36	35,6	18	17,8	30	29,7	25	24,8
Medium (60-79)	51	50,5	69	68,3	58	57,4	63	62,3
High (≥80)	14	13,9	14	13,9	13	12,9	13	12,9
Min-Max	16,67-100		25-100		25-100		28,13-100	
Average±STD	66,58±15,70		69,55±15,15		67,41±14,77		67,64±13,08	

Notes: n= number of mothers, %= percentage of mothers

Emotion Regulation

Table 2 shows that the emotional regulation strategy of formal working mothers in this study was in the medium category, namely 41,6% percent, while others were in a low category (22,8%) and high category (35,6%). The average index value is 72,47. By assessing the emotion regulation questionnaire used, the emotion regulation strategy was evaluated by calculating the average of each dimension on the questionnaire and then comparing the average between the two dimensions. Based on this, it can be seen that the dominant emotion regulation strategy carried out by formal working mothers in this study is cognitive reappraisal, with an average index value of 77,86. The cognitive reappraisal dimension relates to changing individual thoughts so that they can regulate emotions when dealing with situations that can cause emotions. One-third of mothers agree that they can control their emotions by changing how they think about the situation. In addition, based on the distribution of answers, two out of five mothers agree that mothers try to divert their minds to other things when they want to reduce negative emotions and feel more positive emotions. Meanwhile, the expressive suppression dimension related to the inhibition of emotional expression is in a low category (45,5%).

Table 2 Distribution of mothers by category of emotional regulation dimensions

Category	Cognitive Reappraisal		Expressive Suppression		Total Emotional Regulation	
	n	%	n	%	n	%
Low (<60)	12	11,9	46	45,5	23	22,8
Medium (60-79)	35	34,7	34	33,7	42	41,6
High (\geq 80)	54	53,5	21	20,8	36	35,6
Min-Max	44,44-100		16,67-100		45-100	
Average \pm STD	77,86 \pm 14,08		64,39 \pm 19,62		72,47 \pm 14,71	

Resilience

The results of the study on resilience in formal working mothers in Table 3 show that the resilience of almost three-fifths of mothers (58,4%) is in the medium category, while 8,9 percent is in the low category, and 32,7 percent is in the high category. The average value of the resilience index is 75,22. As many as 53,5 percent of mothers feel appropriate, and some mothers (24,8%) feel able to adapt to life changes during the Covid-19 pandemic. Almost half of the mothers try to see the problem's positive side, and 49,5 percent of mothers feel that coping with stress can make them strong. One-third of mothers feel very much by the statement that they are trying to get back up when faced with a difficult situation.

Table 3 Distribution of mothers by category of resilience

Category	n	%
Low (<60)	9	8,9
Medium (60-79)	59	58,4
High (\geq 80)	33	32,7
Min-Max	42,50-100	
Average \pm STD	75,22 \pm 13,53	

Relationship between Family Characteristics, Self-Efficacy, Emotion Regulation, and Resilience of Formal Working Mothers

Table 4 shows the correlation test results between family characteristics, self-efficacy, emotional regulation, and the mother's resilience in this study. In Table 4, it can be seen that the length of the mother's education, mother's income, and family income have a very significant positive relationship, respectively 0,325, 0,206, and 0,207, on the mother's self-efficacy. This shows that the higher the education and income of the mother and family income, the higher the ability of the mother's self-efficacy. However, the length of mothers' working hours per week in emotion regulation is significantly negative (-0,204). The longer the mother's working hours, the lower her emotional regulation.

The results of the correlation test also showed that the relationship between self-efficacy and emotional regulation was significantly positively related by 0,222 and significantly positively related to resilience by 0,412, so that the higher the mother's self-efficacy, the higher the mother's ability to regulate her emotions and the higher the resilience of the mother. Furthermore, emotional regulation with resilience also has a

significant positive correlation (0,603). This shows that the higher the mother's emotional regulation, the higher the wife's resilience.

Table 4 Distribution of mothers based on the relationship of family characteristics, self-efficacy, emotional regulation, and resilience

Variable	Self-Efficacy	Emotion Regulation	Resilience
Mother's age (years)	0,009	0,073	-0,004
Father's age (years)	0,044	-0,024	-0,100
Family size (person)	-0,078	-0,153	0,001
School-age (years)	0,045	0,088	0,094
Gender of school-age children (0=boys; 1=girls)	-0,101	0,038	0,138
Mother's education period (years)	0,325**	0,142	0,158
Father's education period (years)	0,094	-0,128	0,059
Hours worked per week (hours)	-0,110	-0,204*	-0,094
Length of work experience (years)	0,005	-0,005	-0,034
Length of marriage (years)	0,043	0,035	0,010
Mother's income per month (rupiah)	0,206*	-0,005	0,026
Father's income per month (rupiah)	0,176	-0,137	0,033
Income of other family members per month (rupiah)	0,046	0,101	0,033
Family income per month (rupiah)	0,207*	-0,068	0,035
Self Efficacy	1	0,222*	0,412*
Emotion Regulation	0,222*	1	0,603**
Resilience	0,412**	0,603**	1

Notes: *Significant at $p < 0,05$; **Significant at $p < 0,01$

The Influence of Family Characteristics, Self-Efficacy, and Emotion Regulation on the Resilience of Formal Working Mothers

The value of Adjusted R Square or the coefficient of determination that has been adjusted is 0,449 so that it can be interpreted as much as 44,9 percent of the factors that affect the resilience of formal working mothers can be explained by the variables studied in this research model and the rest (55,1%) influenced by other variables not examined.

Table 5 presents the regression test results showing that self-efficacy, emotional regulation, child sex, and the father's age affect the mother's resilience. Mother's self-efficacy ($\beta = 0,326$; $p = 0,000$) had a significant positive effect on the mother's resilience. That is, every one-unit increase in a mother's self-efficacy can increase a mother's resilience by 0,338 points. In addition to self-efficacy, emotional regulation ($\beta = 0,552$; $p = 0,000$) also significantly positively affected resilience. That is, an increase in one unit of the mother's emotional regulation can increase the mother's resilience by 0.508 points. Furthermore, external family factors influence a mother's resilience, namely the sex of the child and the age of the father. For example, the sex of school-age girls ($\beta = 0,140$; $p = 0,087$) affected mothers' resilience by 3,775 points. Meanwhile, the father's age ($\beta = -0,275$; $p = 0,072$) significantly affected the mother's resilience. This can mean that as the father's age increases, the mother's resilience will decrease by 0,535 points.

Table 5 Distribution of mothers based on the influence of family characteristics, self-efficacy, and emotional regulation on the resilience of formal working mothers

Variable	Non-standardized Coefficient (B)	Standard Error	Beta Standardized Coefficient (β)	Sig.
Constant	5,897	16,504		0,722
Self-efficacy (index)	0,338	0,085	0,326	0,000***
Emotion regulation (index)	0,508	0,076	0,552	0,000***
Mother's age (years)	0,265	0,363	0,121	0,468
Father's age (years)	-0,535	0,294	-0,275	0,072*
Family size (person)	1,744	1,211	0,132	0,153
School-age (years)	0,408	0,671	0,065	0,545
Gender of school-age children (0=boys; 1=girls)	3,775	2,184	0,140	0,087*
Mother's education (years)	-0,189	0,645	-0,031	0,771

Table 5 Distribution of mothers based on the influence of family characteristics, self-efficacy, and emotional regulation on the resilience of formal working mothers (continue)

Variable	Non-standardized Coefficient (B)	Standard Error	Beta Standardized Coefficient (β)	Sig.
Length of education of father (years)	0,680	0,439	0,139	0,125
Hours worked per week (hours)	0,064	0,174	0,030	0,714
Length of work experience (years)	-0,050	0,215	-0,021	0,816
Length of marriage (years)	0,014	0,386	0,006	0,971
Mother's income per month (rupiah)	-3,316E-8	0,000	-0,017	0,845
F		7,277		
Sig.		0,000		
Adjusted R ²		0,449		

Notes: *Significant at $p < 0,1$; **Significant at $p < 0,05$; ***Significant at $p < 0,01$

DISCUSSION

Self-efficacy and emotional regulation affect the resilience of formal working mothers during the Covid-19 pandemic. In the regression test results, it was found that self-efficacy, emotional regulation, the gender of the child, and the age of the father affected the resilience of the mother. Self-efficacy has a significant positive effect on a mother's resilience. This can be interpreted that if the mother's self-efficacy ability increases, the mother's resilience will also increase. Kövesdi et al. (2020) stated in their research results that self-efficacy is a factor that affects parental resilience and can reduce the impact of stress or anxiety felt during the Covid-19 pandemic. In addition, emotional regulation has a significant positive effect on the mother's resilience. This means that the better the mother's emotional regulation or ability to manage her emotions, the better the mother's resilience. This study's results align with the results of research by Rofatina et al. (2016), which also states that emotion regulation can affect an individual's resilience. Therefore, understanding effective emotion regulation strategies to increase positive emotions and reduce negative emotions can increase resilience (Kay, 2016). Furthermore, from the results of this study, it was found that there were external factors from the family that influenced the resilience of the mother, namely the sex of the child and the age of the father.

The sex of the child has a significant positive effect on the mother's resilience. This is supported by the results of research belonging to Habibpour et al. (2019), which states that the sex of the child influences parental resilience. Based on the research results of Habibpour et al. (2019), parents with daughters are more resilient than parents with sons because the gender of the child affects the mother's anxiety and emotional control. Chairani (2013), in his research results, also found differences in stress levels between mothers who have sons and daughters. This is related to children's behavior problems, so mothers with sons feel higher stress levels than mothers with daughters. High-stress levels in mothers are associated with low mother resilience. This is found in Akbar and Pratasiwi's research (2017). However, in Gurian's (2009) book, it is emphasized that when parents begin to find out which sex of their child is the most difficult or easy to raise, parents are looking for an escape from the feeling of difficulty or frustration they feel. Parents with both boys and girls face their own difficulties.

Next, the age of the father hurts the resilience of the mother. This means that increasing the father's age can reduce the mother's resilience. According to Everall et al. (2006), external factors, such as family and community, can affect an individual's resilience in addition to internal factors. The father's age in this study was classified as middle or middle adulthood. Larassati (2013) concludes that in developmental theory, middle adulthood is known as the transition period because there are changes in life, physically, in interests, and in others. In middle adulthood, developmental tasks can affect the husband and wife relationship, so adjustment is needed (Anindita & Bashori, 2012). According to Papalia and Olds (2001) in Muzakkiyah and Suharnan (2016), it is stated that towards the end of middle adulthood, adjustments are needed regarding changes in roles and lifestyles, especially if accompanied by physical changes, in work, roles at home and social life because at this time are very vulnerable to mental health problems. Takdare (2019) says that the confusion experienced by the husband can make him less able to provide the social support needed by the wife, so it is assumed that this can affect the wife's low resilience. One form of external factor that can affect

a mother's resilience is social support (Febriyanti, 2019). The results of research by Laksmi and Kustanti (2017) also show a positive influence between the father's social support and the mother's resilience.

The average age of the mother in this study is in early adulthood, while the average age of the father is in the middle age group. This is in accordance with the division of the adult age range by Papalia et al. (2009). The family has school-age children whose average age is 8 years. In the educational background of formal working mothers, the average mother has completed an education equivalent to a bachelor's/equivalent. This can be one of the reasons mothers decide to work apart from economic problems. Research conducted by Siregar (2007) states that one of the reasons for a mother to work is to take advantage of the mother's education. The type of mother's occupation in the study was mostly teachers and came from East Jakarta City. In general, mothers work five days per week with about 7 hours of work per day.

Based on the distribution of answers related to mothers' resilience, it can be seen that mothers are slowly adapting to the situation during the Covid-19 pandemic. However, they are still trying to overcome various things that have happened. Mothers are also still trying to be able to think clearly and focus and deal with unpleasant feelings that arise during the Covid-19 pandemic. According to Campbell-Sills and Stein (2007), hardiness and persistence are two things that can affect an individual's resilience. In order to achieve resilience, according to Reivich and Shatte (2002), self-efficacy and emotional regulation are the abilities needed by an individual.

According to Bandura (1995), self-efficacy is an individual's self-confidence in her ability to succeed and successfully solve the problems encountered. In the results of the study, it can be seen that the self-efficacy of formal working mothers in this study was in the medium category. This can be interpreted that the mother already having confidence in her abilities. However, in certain situations that are difficult to deal with during the current Covid-19 pandemic, mothers are sometimes unsure if they can properly solve the problems they are facing. Bandura (1977) mentions that there are four sources of information that can affect an individual's self-efficacy, namely based on personal experience (performance accomplishments), other people's experiences (vicarious experience), self-suggestion (verbal persuasion), and emotional states (emotional arousal).

In addition to self-efficacy abilities, emotion regulation can also encourage an individual's resilience (Reivich & Shatte, 2002). This study's emotional regulation of formal working mothers was in the moderate category. Mothers have been able to regulate emotions by changing their minds, but sometimes they are still unable to store their own emotions and express the emotions they feel. The results of the research by Diputra and Lestari (2015) show that the burden of the dual role of working mothers can trigger stress so that when the mother feels bored or exhausted due to her work and then there is no support from her husband or other family members, the mother vents her emotions with annoyance and anger.

Based on the correlation test, the length of education has a significant positive relationship with the mother's self-efficacy. The higher the mother's education level, the higher the mother's self-efficacy. This study's results differ from the results of Wahyuni and Dewi's research (2018) because education is not related to self-efficacy. However, the results of this study are in line with the research of Kusuma and Hidayati (2013), Loo et al. (2016), and Afandi and Kurniyawan (2017) which states that the level of education can increase an individual's self-efficacy. Education can affect the ability to process information so that it can increase one's self-confidence. Higher education produces good behavior and self-efficacy (Kusuma & Hidayati, 2013).

In addition, the mother's and family income have a significant positive relationship with the mother's self-efficacy. That is, the higher the mother's income and family income, the higher the mother's self-efficacy. In line with research by Ariani et al. (2012), high economic status can produce positive behavior from an individual. Furthermore, in line with the results of research by Rezayat and Dehgannayeri (2013), there is a significant relationship between family income and self-efficacy. However, in contrast to the results of Noorratri et al. (2016), the research found that income was not related to self-efficacy.

The correlation test results also stated a significant negative relationship between the mother's working hours per week and her emotional regulation. This can be interpreted that the longer the mother's working hours, the lower her emotional regulation. These results are in line with research by Lee et al. (2013) and Simbula et al. (2019) which states that longer working hours are associated with lower emotional regulation because long working hours can worsen feelings of emotion or emotional exhaustion. Meanwhile, emotion regulation and self-efficacy were significantly positively related. The higher the mother's emotional regulation, the higher the mother's self-efficacy. Nadziroh (2017) in her research states that increasing emotional regulation can increase self-efficacy. Emotion regulation techniques based on the results of Putri's research (2020) can help to increase self-efficacy.

CONCLUSIONS AND SUGGESTIONS

The resilience of formal working mothers during the Covid-19 pandemic is influenced by the mother's self-efficacy and emotional regulation. Self-efficacy, emotional regulation, and daughters positively affect the mother's resilience, while the father's age negatively affects the mother's resilience. As many as three-fifths of formal working mothers in this study had self-efficacy in the moderate category. Meanwhile, less than half of formal working mothers have emotional regulation in the moderate category, and the resilience of almost three out of five formal working mothers is also in the moderate category. The correlation test results showed that self-efficacy, emotional regulation, and the mother's resilience were significantly positively related to each other. Mother's length of education, mother's income, and family income also have a significant positive relationship with self-efficacy.

This study certainly has several limitations, the researcher only examines the internal factors that affect the mother's resilience, so they cannot measure external factors other than family characteristics. In addition, the research method used is non-probability so that the results of the study cannot be generalized and data retrieval that is only done online causes the researcher not to be able to supervise directly when filling out the questionnaire and cannot obtain more in-depth information beyond the questions on the distributed questionnaire. Based on the results and limitations of this study, suggestions for further researchers can conduct similar research with other variables that have not been studied, such as stress levels, social support, family interactions, and others. For working mothers, they can try to have more confidence in their abilities such as being more confident in completing the tasks at hand and achieving the plans that have been prepared even though there are obstacles and trying to change their minds when dealing with situations that have the potential to cause emotions because this can affect the resilience of working mother. The gender of the child can affect the resilience of working mothers. Both boys and girls need hard work to raise them. This difficulty can depend on the parenting style that needs to match the child's personality. Furthermore, institutions or practitioners in fields related to family empowerment can provide counseling about being a mother who can handle unexpected and stressful situations or how to keep thinking clearly and stay focused when dealing with stressful situations. For husbands who have working wives, it is hoped that they can provide the social support needed by their wives.

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