

Intolerance towards Uncertainty and Self-Adjustment of Women Working in Essential and Critical Sectors



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ABSTRACT: Women who work in essential and critical sectors experience increased stress and anxiety during the Covid-19 pandemic. The results of previous research explain that intolerance to uncertainty and adjustment are related to psychological disorders such as stress, conflict, tension, frustration, depression, worry, and anxiety disorders. This research aims to determine the relationship between intolerance of uncertainty and the adjustment of women working in essential and critical sectors. The instruments used were the Personal Adjustment Scale and The Intolerance of Uncertainty Scale-Revised Italian Version (IUS-R Italian). The respondents in this study were 473 female workers in essential and critical sectors who worked in Jakarta, Bogor, Depok, Tangerang, and Bekasi. The research results show that place of work, type of work, and marital status can influence the level of intolerance of uncertainty in working women. The results of the correlation analysis show that the intolerance of uncertainty variable is correlated with the self-adjustment of working women. The results explain that the intolerance of uncertainty contributes to 10.4% of the self-adjustment variable. These results also explain that the self-adjustment variable contributes 10.4% to the intolerance of uncertainty variable.

KEYWORDS: Self-adjustment; Essential and Critical Sectors; Intolerance to Uncertainty; Women Workers.

I. BACKGROUND

The condition of Indonesian people exposed to Covid-19 was recorded on August 9, 2021, with as many as 3,686,740 people, while 3,129,661 people were confirmed to have recovered and 108,571 people died (Covid-19 Handling Task Force, 2021). This condition forces the government to implement various actions or policies to limit people's movements to prevent and mitigate the transmission of Covid-19. This government policy, for example, includes the Implementation of Community Activity Restrictions (PPKM), which is in effect in Java and Bali and has been extended several times. The PPKM applies restrictions on activities in various sectors. In the education sector, students must carry out 100 percent of their teaching and learning activities from home online. In the non-essential sector, 100 percent of workers work from home or what is usually called Work From Home (WFH); In the essential sector, work can be done from the workplace, but the capacity is limited to a maximum of 50 percent. Meanwhile, in critical sectors, the government allows them to operate at full capacity or 100 percent, and there are still many other sectors where their movement is limited, or their movement has even been stopped temporarily (Rizal, 2021).

As previously stated, the Covid-19 pandemic is increasing, while workers in essential and critical sectors must continue working. The jobs in the essential sectors in question are jobs in the banking sector (banks, insurance, financial institutions, and pension funds), capital markets, information and communications technology (cellular operators, data centers, internet, or media related to the dissemination of information to the public), hotels that do not handle quarantine, and industries oriented towards export activities. Meanwhile, work in critical sectors is work in the fields of health, security, and public order, basic utilities (electricity, water, waste/garbage management), energy, logistics, transportation, distribution of necessities, petrochemicals, cement, and building materials, Vital Objects National, and National Strategic Projects, construction (Nurhadi, 2021). If you look globally, according to the International Labor Organization (2020), 136 million people are working in essential or critical sectors. These jobs include public health, social work, transportation, agriculture, and public services. Based on the data, around 70% of jobs in this sector are women. In addition, in the accommodation and food services sector, with around 144 million workers, the majority are women. During the Covid-19 pandemic, many women have dual roles. Apart from working, women still have to handle household work and educate and guide children to study at home. The gender data portal conducted by the Organization for Economic Cooperation and Development (2020) shows that of the 4 hours they have per day, women systematically spend around 2 hours per day on housework compared to men. This gap occurs most in Japan and Korea, namely 2.5 hours per day, while in Turkey, it is 4 hours per day. This gap is also related to traditional norms regarding gender roles that apply in the country. Data on workers in Indonesia also shows the dominance of women. Based on data from the Central Statistics Agency (BPS)

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recorded by Pusparia (2020) on female workers from 2018 and 2019. Data shows that 2018 there were 47.95 million female workers, although there was a decrease in the proportion of female workers in the total number of workers in 2019. In 2019, most workers were service workers, 58.04%, and the rest were men. Specifically, in DKI, Jakarta in August 2018 showed an increase in the workforce, both men and women. It is known that the male workforce increased, both men and women showed an increase in the workforce by 57 thousand people, while the female workforce increased by 129 thousand people. This shows that the increase in the workforce in DKI Jakarta is twice as high for women as for men. Working women during the Covid-19 pandemic have the potential to experience psychological disorders. According to Vibriyanti (2020), the Covid-19 pandemic can affect mental health, including the emergence of anxiety. A similar opinion was expressed by Putri and Rahmawati (2021) that mothers who have multiple roles and are unable to adapt to their new environment can have stress, anxiety or depression. The data also shows the same as research conducted by Lai et al. (2020) on 1257 respondents who filled out the working women's physical and mental condition survey. Of the total respondents, 964 (76.7%) participants were women. and the rest were men. The participants included Wuhan nurses, doctors, hospital workers, and frontline health workers. The results showed that 634 (50.4%) experienced depression, 560 (44.6%) participants experienced anxiety, 427 (34.0%) participants experienced insomnia, and 899 (71.5%) participants experienced destructive stress or distress.

Adjustment is considered very important for women during the Covid-19 pandemic. In the psychological construct, self-adjustment is defined as a Wuhan nurse, doctor, hospital, and frontline health worker mental and behavioral process in which individuals try to overcome all the needs that exist within themselves, the conflicts, tensions, and frustrations that arise so that there is harmony with themselves and the environment in which the individual lives (Schneiders in Putri & Rahmawati, 2021). Adjustment during the pandemic aims to maintain working women's physical and mental condition. Physical adjustments that can be made during the Covid-19 pandemic include, for example, following new habits created by the government. Habits that must be followed during the Covid-19 pandemic are maintaining distance from other people, always using a mask when in public places, using hand sanitizer after touching certain items, and using Personal Protective Equipment (PPE) for health workers or anyone who is in contact with Covid-19 patients (Putri, 2020). The results of research conducted by Vahia, Jeste, and Reynold (2020) on 515 adults aged between 20-79 years show that adapting to habits carried out during the Covid-19 pandemic is a preventive measure associated with reducing anxiety levels. According to Bottesi, Noventa, Freeston, and Ghisi (2019), intolerance of uncertainty is an individual's inability to tolerate unpleasant reactions triggered by a lack of adequate information and the individual's perception of uncertainty. Individuals with a high level of intolerance of uncertainty perceive uncertain future events as threatening, annoying, and undesirable. When that occurs, the means individuals use to control or avoid uncertainty typically support negative beliefs about their ability to cope, and they are more likely to engage in maladaptive behaviors such as excessive information-seeking, avoidance, or impulsive decision-making.

Research conducted by Seco Ferreira, Oliveira, Delabrida, Faro, and Cerqueira-Santos (2020) on 924 participants from Sergipe, Brazil, during the Covid-19 pandemic showed that there was a significant relationship between intolerance of uncertainty and participants' mental health. Female participants showed higher scores on stress, anxiety, and depression. This is in line with what was discussed previously regarding adjustment being connected to a person's mental health, especially anxiety, stress, and depression in the Covid-19 pandemic situation. Based on the previous studies, it is known that adjustment and intolerance of uncertainty are related to individual mental health. Therefore, these two things need further elaboration, especially for women. Apart from the fact that women occupy many work sectors, especially essential and critical sectors, in relatively large numbers, there is also data from UN Women (2020) showing that 57% of women experienced increased stress and anxiety during the Covid-19 pandemic. As previously mentioned, the female workforce in DKI Jakarta increased by 129 thousand people in 2018. For this reason, it is important to elaborate on women workers in essential and critical sectors in the Jakarta area and its surroundings. Therefore, researchers want to know the relationship between intolerance of uncertainty and the adjustment of women working in essential and critical sectors during the Covid-19 pandemic in Jabodetabek. By knowing whether there is a relationship between these variables, women workers in essential and critical sectors know that the adjustments they have to make during the Covid-19 pandemic are related to their ability to tolerate uncertain situations.

II. RESEARCH METHODOLOGY

The subjects of this research were 473 women workers in essential and critical sectors in Jakarta, Bogor, Depok, Tangerang, and Bekasi. The female workers' fields of work consist of 21 fields, namely pharmacy workers who operate 24 hours; energy; food, beverage, and supporting industries; export-oriented industry; industry to fulfill people's basic needs; security; health; finance and banking; construction; logistics and transportation; capital market; supermarket workers, grocery stores, traditional markets selling necessities; public service governance; disaster management; non-COVID-19 quarantine handling hotels; petrochemical; national strategic projects; cement; payment system; information and communication technology; and basic utilities (electricity and water). The process of collecting research data uses two measuring instruments. The Self-Adjustment Scale for Working Women (SPDPP) is the first measuring tool. This scale was developed by Wigunawati, Deliviana, Lase, and Jovani (2022) about aspects of self-adjustment presented by Runyon and Haber (2022). This scale consists of 15 statement items. After analysis by excluding the

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dropped items, the item-rest correlation values obtained ranged from 0.337 to 0.513. Referring to Ebel in Azwar (2012), if the discrimination power index has a correlation coefficient > 0.30 , then the item is said to have made a good contribution to predicting the results of a selection product. In addition, this scale has a Cronbach's Alpha value > 0.798 . Referring to Hilton and Brownlow (2004) if the Cronbach's Alpha value is > 0.70 , it can be said that reliability is high.

The second measuring tool is The Intolerance of Uncertainty Scale-Revised Italian Version (IUS-R Italian) developed by Bottesi, Noventa, Freeston, and Ghisi (2019). This scale consists of 12 statement items. item-rest correlation values range from 0.303 to 0.599. All items in the scale show a correlation coefficient value > 0.30 , so all items in the scale are valid, meaning that the items have made a good contribution to predicting the results of the IUS-R Scale. This scale has gone through reliability testing conducted by Bottesi, Noventa, Freeston, and Ghisi (2019). Testing this scale consists of several stages. Firstly, in the aspect of prospective intolerance of uncertainty, it has a Cronbach Alpha reliability value of 0.78. The next aspect is inhibitory intolerance of uncertainty, which has a Cronbach with Alpha reliability value of 0.86. Based on the overall statement items, it has a Cronbach's Alpha reliability of 0.87 from a sample of 758 people, apart from the reliability estimates carried out by Bottesi, Noventa, Freeston, and Ghisi (2019). Researchers also carried out reliability tests on the IUS-R Scale. Based on the results of research trials on 389 respondents, a Cronbach Alpha value of 0.808 was obtained. This shows that the IUS-R Scale is said to be reliable.

III. RESULT AND DISCUSSION

The respondents for this research were 473 women workers in essential and critical sectors, with an age range of 18 years to 65 years. Researchers explained respondents from their place of work, field of work, and marital status. Based on place of work, 126 respondents worked in Bekasi, 108 respondents in Bogor, 35 in Depok, 173 in Jakarta, and 31 in Tangerang. Based on field of work, 24 respondents worked in pharmacies which operated 24 hours; in the energy sector there were 12 respondents; in the food, beverage and supporting industries, there were 63 respondents; in the export-oriented industrial sector there were 5 respondents; in the industrial sector, there were 22 respondents who met people's basic needs; in the security sector there were 12 respondents; in the health sector there were 127 respondents; in the field of finance and banking as many as 41 respondents; in the construction sector there were 10 respondents; in the field of logistics and transportation as many as 8 respondents; in the capital markets sector there were 5 respondents; in the field of supermarket workers, grocery stores, traditional markets selling basic necessities, there were 78 respondents; in the field of public service government, there were 32 respondents; in the field of disaster management, there was 1 respondent; in the non-COVID-19 quarantine handling hospitality sector, there were 4 respondents; in the petrochemical sector there were 2 respondents; in the field of national strategic projects as many as 5 respondents; in the cement sector there was 1 respondent; in the field of payment systems there were 5 respondents; in the field of information and communication technology as many as 15 respondents; and in the field of basic utilities (electricity and water) there was 1 respondent. Based on marital status, 25 respondents were divorced, 228 respondents were married, and 220 respondents were not/unmarried. Based on these three aspects, it is known that the number of respondents based on place of work, field of work and marital status is unequal..

Table 1. Descriptive Statistic

	Intolerance of Uncertainty	Adjustment
Valid	473	473
Missing	0	0
Mode	32.0	44.0
Median	33.0	43.0
Mean	33.5	42.5
Std. Deviation	4.6	5.3
Minimum	21.0	24.0
Maximum	48.0	58.0

Table 1 shows that the self-adjustment variable obtained a mode value of 44, a median value of 43, a mean value of 42.5, a standard deviation value of 5.3, a minimum value of 24, and a maximum value of 58. Meanwhile, for the variable intolerance of uncertainty, the mode value is 32, the median value is 33, the mean value is 33.5, the standard deviation value is 4.6, the minimum value is 21, and the maximum value is 48.

Categorization analysis was carried out on self-adjustment and intolerance of uncertainty. The categorization analysis of self-adjustment can be seen in Table 2.

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Table 2. Percentage of Self-Adjustment Categorization

Category			
Low	Middle	High	Total
1.0	418.0	54.0	473.0
0.2 %	88.4 %	11.4 %	100.0 %

For the self-adjustment categorization of the 473 respondents, 1 or 0.2% of respondents had low self-adjustment. Based on the self-adjustment aspect of Runyon and Haber (1984), only 1 (0.2%) working woman can perceive existing reality, overcome anxiety and stress, have a positive attitude, express emotions, and have low interpersonal relations with other people. Next, 418, or 88.4% of respondents had a moderate adjustment. This means that there are 418 (88.4%) working women who can perceive existing reality, overcome anxiety and stress, have a positive image, have the ability to cope, and have good interpersonal relationships with other people. Finally, 54 or 11.4% of respondents, had high self-adjustment. This means that 54 (11.4%) working women can perceive existing reality, deal with anxiety and stress, have a positive image, express emotions, and have high interpersonal relations with other people. Based on the categorization analysis of self-adjustment, the dominant female workers have self-adjustment in the medium category and have shown self-adjustment in the high category. Several factors influence the self-adjustment of predominantly medium and high-working women. As stated by Schneiders (1964), the factors that influence personal adjustment are physical condition, development and maturity, the individual's psychological condition, surrounding environmental factors, and cultural and religious factors adhered to by the individual. Based on the factors that influence personal adjustment, it is possible that working women in this study have quite good physical and health conditions; have sufficient intellectual, emotional, social, and moral maturity; have the ability to overcome frustration and conflict, and be able to learn and condition quite well; have a fairly good family, home and work environment; and finally adhere to fairly good cultural and religious values.

Table 3. Percentage of Intolerance of Uncertainty Categorization

Category			Total
Low	Middle	High	
3.0	404.0	66.0	473.0
0.6 %	85.4 %	14.0 %	100.0 %

To see an overview of the categorization of intolerance of uncertainty, see Table 3. For the categorization of intolerance of uncertainty, out of 473 women workers in essential and critical sectors, 3 or 0.6% of respondents had intolerance of uncertainty in the low category. This means that according to the aspect of intolerance of uncertainty presented by Berenbaum, Bredemeier, and Thompson (2008), there are 3 (0.6%) female workers who have a low desire to predict something, have a tendency to be unable to face low uncertainty, have the tendency to experience difficulty in dealing with low uncertainty, and low confidence in inflexible uncertainty. Next, 404 or 85.4% of respondents were intolerant of uncertainty in the medium category. This means that there are 404 (85.4%) working women who desire to predict something moderate, tend to be unable to face moderate uncertainty, have a tendency to experience difficulty in dealing with moderate uncertainty, and have inflexible beliefs about uncertainty in the medium category. Finally, 66 or 14% of respondents had a high category of intolerance of uncertainty. This means that there are 66 (14%) working women who have a high desire to predict something, have a tendency to be unable to face high uncertainty, have a tendency to experience difficulty in dealing with high uncertainty, and have a high belief in inflexible uncertainty. Because there are still respondents who have a high category of intolerance of uncertainty, the researchers analyzed further from a place of work, field of work, and marital status. The data in Table 4 shows the percentage of intolerance of uncertainty categorization based on place of work. The table shows that of all respondents who had intolerance of uncertainty in the high category, most were in the Bekasi area, namely 23 respondents or 34.8%. This means that women who work in the Bekasi area have a higher intolerance of uncertainty than in other areas.

Table 4. Percentage of Intolerance of Uncertainty Categorization

Work Place	Category		
	Low	Middle	High
Bekasi	1.0	102.0	23.0
Bogor	33.3 %	25.2 %	34.8 %
Depok	0.0	91.0	17.0
	0.0 %	22.5 %	25.8 %
	0.0	31.0	4.0
	0.0 %	7.7 %	6.1 %

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Jakarta	2.0	154.0	17.0
	66.7 %	38.1 %	25.8 %
Tangerang	0.0	26.0	5.0
	0.0 %	6.4 %	7.6 %
Total	3.0	404.0	66.0
	100.0 %	100.0 %	100.0 %

Table 5 shows the percentage of intolerance of uncertainty categorization based on the field of work. This data shows that most respondents with intolerance of uncertainty in the high category work in supermarkets, grocery stores, and traditional markets selling basic necessities, namely 18 respondents or 27.3%. This means that women who work in supermarkets, grocery stores, and traditional markets selling necessities have a higher intolerance of uncertainty than other fields of work.

Table 5. Percentage of Intolerance of Uncertainty Categorization Based on Field of Work

Work Place	Category		
	Low	Middle	High
Pharmacy that operates 24 hours	0.0 0.0%	19.0 4.7%	5.0 7.6%
Energy	0.0 0.0%	12.0 3.0%	0.0 0.0%
Food, beverage and supporting industries	0.0 0.0%	52.0 12.9%	11.0 16.7%
Export-oriented industry	0.0 0.0%	3.0 0.7%	2.0 3.0%
Industry fulfills people's basic needs	0.0 0.0%	14.0 3.5%	8.0 12.1%
Security	0.0 0.0%	10.0 2.5%	2.0 3.0%
Health	2.0 66.7%	116.0 28.7%	9.0 13.6%
Finance and banking	0.0 0.0%	38.0 9.4%	3.0 4.5%
Construction	0.0 0.0%	10.0 2.5%	0.0 0.0%
Logistics and transportation	0.0 0.0%	8.0 2.0%	0.0 0.0%
Capital market	0.0 0.0%	4.0 1.0%	1.0 1.5%
Supermarket workers, grocery stores, traditional markets selling basic necessities	0.0 0.0%	60.0 14.9%	18.0 27.3%
Public service governance	1.0 33.3%	27.0 6.7%	4.0 6.1%
Disaster management	0.0 0.0%	1.0 0.2%	0.0 0.0%
Hospitality without handling COVID-19 quarantine	0.0 0.0%	3.0 0.7%	1.0 1.5%
Petrochemical	0.0 0.0%	2.0 0.5%	0.0 0.0%
National strategic project	0.0 0.0%	5.0 1.2%	0.0 0.0%
Cement	0.0 0.0%	1.0 0.2%	0.0 0.0%
Payment system	0.0 0.0%	4.0 1.0%	1.0 1.5%
Information and communication technology	0.0 0.0%	14.0 3.5%	1.0 1.5%
Basic utilities (electricity and water)	0.0 0.0%	1.0 0.2%	0.0 0.0%
Total	3.0 100.0%	404.0 100.0%	66.0 100.0%

Table 6 shows the percentage of intolerance of uncertainty categorization based on marital status. These data show that of all respondents with intolerance of uncertainty in the high category, married status had the highest number of respondents, namely 32 respondents or 48.5%, and not/unmarried status had 31 respondents or 47%, while divorced status was only there were three respondents or 4.5%. This means that married and unmarried women have a higher intolerance of uncertainty than divorced women.

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Table 6. Percentage of Intolerance of Uncertainty Categorization Based on Marital Status

Marital Status	Category		
	Low	Middle	High
Divorce	1.0 33.3 %	21.0 5.2 %	3.0 4.5 %
Marry	2.0 66.7 %	194.0 48.0 %	32.0 48.5 %
Not/not married	0.0 0.0 %	189.0 46.8 %	31.0 47.0 %
Total	3.0 100.0 %	404.0 100.0 %	66.0 100.0 %

Based on the analysis of intolerance of uncertainty, it is known that there are still many female workers in the high category, namely 66 respondents or 14%. This shows several factors that influence the level of intolerance of uncertainty among working women. Research results show that place of work, field of work, and marital status can influence an individual's intolerance of uncertainty. Another factor that influences intolerance of uncertainty, according to Robichaud, Koerner, and Dugas (2019), is anxiety, where high anxiety is felt more by individuals aged around 35 years to 55 years or middle adulthood. This is in line with the results of research where research respondents were in the age range of 18 to 65 years, meaning ages 35 to 55 years were included in that range. Research results show that working women who are intolerant of uncertainty in the high category are distributed at this age. Apart from that, other factors enable working women to have a high intolerance of uncertainty because they receive uncertain negative stimuli. According to Carleton (2012), individuals who are intolerant of uncertainty have a greater tendency to interpret threatening consequences as a result of uncertain information. This is in line with the condition of the respondents at the time the research took place. This research was carried out during the Covid-19 pandemic when these conditions forced the government to implement various actions or policies to limit people's movements to prevent and mitigate the transmission of Covid-19. This government policy changed according to the spread of Covid-19 that occurred at that time. One example of government policy known to Together is the Implementation of Community Activity Restrictions (PPKM), which is in effect in Java and Bali and has experienced several time extensions (Rizal, 2021).

This research aims to determine the relationship between intolerance of uncertainty and the self-adjustment of women working in essential and critical sectors, so the next analysis is correlation analysis. Before conducting correlation analysis, an assumption test is first carried out. Based on the data normality test in Table 7, it is known that the Skewness value for the self-adjustment variable is -0.084, and the standard error of the Skewness value is 0.112, so the division value is -0.75. The Self-Adjustment Kurtosis value is 0.338, and the standard error of the Kurtosis value is 0.224, so the division value is 1.51. In the intolerance of uncertainty variable, it is known that the Skewness value is 0.342, and the standard error of the Skewness value is 0.112, so the division value is 3.05. Meanwhile, the Kurtosis value for valid intolerance of uncertainty is 0.358, and the standard error of the Kurtosis value is 0.224, so the division value is 1.6. Based on the results of the calculations that have been carried out, it is known that one of the variables is not normally distributed because the calculation results are not in the range of -0.96 to 1.96.

Table 7. Normality Test Variables for Personal Adjustment and Intolerance of Uncertainty

	Intolerance of Uncertainty	
	Intolerance of Uncertainty	Adjustment
Valid	473	473
Std. Deviation	4.646	5.335
Skewness	0.342	-0.084
Std. Error of Skewness	0.112	0.112
Kurtosis	0.358	0.338
Std. Error of Kurtosis	0.224	0.224
Shapiro-Wilk	0.985	0.991
P-value of Shapiro-Wilk	< .001	0.005
Minimum	21.000	24.000
Maximum	48.000	58.000

To test the correlation, use non-parametric analysis because one of the variables has data that is not normally distributed. Based on the analysis in Table 8, it is known that the correlation coefficient (r) is -0.323 with $p < 0.001$, meaning that there is a negative and significant relationship between intolerance of uncertainty and self-adjustment. Thus, based on the correlation results of this research, it can be said that the hypothesis proposed in this research is accepted. The higher the intolerance of uncertainty of working women, the lower their adjustment. The lower the intolerance of uncertainty of working women, the higher their adjustment. For a

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correlation coefficient value of -0.323 , it is known that the coefficient of determination (R^2) is 0.104 . The results explain that the intolerance of uncertainty contributes 10.4% to the self-adjustment variable. These results also explain that the self-adjustment variable contributes 10.4% to the intolerance of uncertainty variable.

Table 8. Spearman Rank Correlation Test

		Variabel Intolerance of Uncertainty Adjustment		
1. IUS-R	n	—		
	Spearman's rho	—		
	p-value	—		
2. PD	n	473		—
	Spearman's rho	-0.323	***	—
	p-value	$< .001$		—

Note. All tests one-tailed for negative correlation.

* $p < .05$, ** $p < .01$, *** $p < .001$, one-tailed

The correlation results explain that the factors that influence an individual's level of adjustment are related to factors that influence the individual's level of intolerance of uncertainty. Schneider (1964) stated that someone who can adapt tries to overcome unpleasant situations such as stress, conflict, tension, and frustration. Meanwhile, individuals with a high level of intolerance of uncertainty perceive uncertain future events as threatening, annoying and undesirable. When that occurs, the means individuals use to control or avoid uncertainty typically support negative beliefs about their ability to cope, and they are more likely to engage in maladaptive behaviors such as excessive information-seeking, avoidance, or impulsive decision-making. Therefore, someone must reduce the level of intolerance of uncertainty.

CONCLUSIONS

In the self-adjustment variable, of the 473 respondents, there was 1 or 0.2% of respondents who had low self-adjustment; as many as 418 or 88.4% of respondents had moderate adjustment; and as many as 54 or 11.4% of respondents had high self-adjustment. In the intolerance of uncertainty variable, of the 473 respondents, there were 3 or 0.6% of respondents who had intolerance of uncertainty in the low category; as many as 404 or 85.4% of respondents had intolerance of uncertainty in the medium category, and as many as 66 or 14% of respondents had a high category of intolerance of uncertainty. Place of work, type of work, and marital status can influence the intolerance of uncertainty among working women.

Based on the results of the correlation analysis, it is known that the correlation coefficient (r) is -0.323 ($p < 0.001$), meaning that there is a negative and significant relationship between intolerance of uncertainty and self-adjustment. Thus, the hypothesis proposed in this research is accepted. The higher the intolerance of uncertainty, the lower the self-adjustment of women in essential and critical sectors. The lower the intolerance of uncertainty, the higher the self-adjustment of women in essential and critical sectors. For a correlation coefficient value of -0.323 , it is known that the coefficient of determination (R^2) is 0.104 . The results explain that the intolerance of uncertainty contributes 10.4% to the self-adjustment variable. These results also explain that the self-adjustment variable contributes 10.4% to the intolerance of uncertainty variable.

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