

The Dilemmatization of Women's Roles in a Time of Pandemic (Study on Female Teachers at West Sukolilo Elementary School, Labang Bangkalan Madura)

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Abstract

The pandemic creates various pressures and problems in all aspects. Education is the most interesting issue to be described and analyzed. Changes in learning locations can reduce the intensity of student enthusiasm, network barriers, and the slow adaptation process. It can also cause the quality of education to decline, especially at the elementary school level. Students are required to understand learning and are expected to be able to understand all methods that lack support. In addition to teachers as educators, parents also have the same burden as teachers, namely guiding children when learning is carried out. The role of women during the pandemic is experiencing a dilemma, including teachers. Female teachers in addition to having an obligation to their status as a teacher also have a domestic burden that must be done at home. Female teachers have multiple roles and the workload increases while at home. The roles of wives, mothers, and educators are not easy to harmonize. This problem can interfere learning process because it results in less-optimal implementation as evidenced by students who have difficulty understanding. The purpose of this study was to analyze the role of teachers as educators and domestic duties and to guide their children for online learning. The theory used is liberal feminism which focuses on women and the world of work. This theory is considered very suitable because the theme in this study discusses the position of women and their roles. The method used is descriptive qualitative. So, the results in this study reveal female teachers have more than two roles (i.e. dualism). Apart from being an educator, she also doubles as a mother and wife who takes care of homework during working hours. It has a major impact on her professionalism as an educator.

Keywords: *Dual role, female teacher, Pandemic, Feminism.*

INTRODUCTION

Education is one of the fields that cannot be avoided from the negative consequence of Covid 19 and it is not only workers or employees who feel the impact of Covid (Utami, Mutiah, and Sudrajat 2021). Conditions force the field of education to adapt in difficult situations. The rapid spread and spread of COVID-19 makes every human being must be vigilant and are advised not to crowd (Kartika Dewi 2020). Education with conventional systems and physical meetings have to stop operating in response to these problems. Virtual face-to-face is the main alternative that most educational institutions in Indonesia take (Safitri 2020). Changes like this are a sudden. It can be seen from the unpreparedness of several educational institution, including the human resources in it (Sartono 2020). Changes in learning models ultimately have an impact on the quality of education as a whole. According to Sartono, the quality of education in Indonesia during the pandemic has decreased significantly. Basically, the decline in the quality of education cannot be separated from the impact of the pandemic. However, it is not excessive when referring to the slow factor of human resources. One of them is the teacher as the frontline in educating the nation's life through education.

Teachers are an important pillar in the world of education. Teachers are at the forefront to be ready in adapting to the complicated educational conditions like today. Mainly, it refers to the teacher at the most basic level of education or elementary or elementary school. The online learning model is a new thing for elementary school students. Teachers as educators have an important role to be able to create effective learning in the midst of a pandemic situation. Online learning is learning that is carried out from home. Meanwhile, it cannot be forgotten that the teacher is the professional role of an individual who also has other social roles.

Teachers have a domestic role beyond their social status as educators, particularly female teachers in patriarchal culture. Female teachers in schools have a role as educators for their students. The female teacher at home becomes the mother of her children, the wife of her husband, and the child of her parents. Under normal conditions, these roles are separated by different spaces. However, during the pandemic, the online learning model was carried out at home, forcing female teachers to carry out multiple roles at once (Putu 2020). Considering that teachers are at the forefront of adapting education during a pandemic, teachers should focus on their professional roles.

The dual role of female teachers may have an impact on the quality of online teaching. In the difficult condition of adapting to the online learning system, teachers still have to struggle with other roles. It covers the domestic role and online companion for their children. At the same time, children also have the right to receive positive treatment from their parents for the continuity of education during the pandemic period (Bilqisti et al. 2021). Teachers hold a very big responsibility in the world of education. They are expected to act as a transmitter of information, educates and guides. Although all knowledge can be accessed through social media and using gadgets, children need

supervision from their parents as facilitators (Tutiasri et al. 2021). The teacher's job is quite tiring, especially married teachers. Apart from carrying out mandatory duties, they also have to carry out other household obligations. Therefore, there is a need for research that is more focused on examining the dilemma of the teacher's role, especially during the pandemic. It maps the problems that are being faced by female teachers.

Based on the background that has been described, several problems can be identified as follows: 1.) How is the dilemma of the dual role of female teachers during a pandemic? 2.) To analyze the teacher's role in domestic tasks. 3.) To analyze the role of the teacher as an online companion for children. 4.) To analyze the dilemma of the role of female teachers during the pandemic.

Roles are games on stage played by actors in accordance with what is determined by culture. In general, women have two roles that must be played at the same time, either the domestic role as a stay-at-home mother or the public role as labor. Open job opportunities make women appear to play two roles at once. Thus, nowadays, we often find so-called career women. Women who play the role of mother and labor to earn more. These two roles are used as the basis for women, especially for career women. These women must be really well-managed so that nothing is overlooked. Otherwise, it is not uncommon for women to sacrifice one of their roles. For example, if you choose to become a career woman, it is not uncommon for problems in your family and even divorce to occur, so it is highly recommended to be able to manage your schedule properly in order to avoid unwanted problems beforehand (Kusumastuti 2020).

There are several factors that cause women to choose to work, namely economic factors. Often household needs demand that both of them work to meet the needs of the family so that the wife has no other choice but to work to help her husband. Especially for women who have been educated before marriage, they tend to want to develop themselves from the knowledge that they received. Mutual work activities have a very positive impact because increasing financial independence and biological factors are factors which women like to work. In this case, it can be concluded that prior to the pandemic, there may also be dual roles but not all of them. The pandemic encourages women to share their time and their bodies at the same time, serving their husbands is the main factor in family harmony, taking care of children while studying online and plus the work that is also done at a set time, immediately turns out to be irregular, therefore there is an increased dual role felt by a woman and as a teacher.

Regarding the dual role that occurs in female teachers, several previous studies have been found, especially during this pandemic. The research explains about the increasing role for women, especially a teacher. The first research that discusses the dilemma of the dual role of female lecturers during the Covid 19 pandemic. In this study, a qualitative method is used with the theoretical concept coined by Feminist bell hooks. The findings obtained show that there is an occurrence of exploitation in part in the household and the world of work since there is still a lot of gender justice happening (Haekal and Fitri 2020). The second study aims to examine the relationship of dual role conflict in the welfare of workers when working from home (WFH) during a pandemic.

The method used in this study is quantitative, with the sampling technique used is purposive sampling with data analysis on the Pearson's product moment correction method. The results of the analysis show a correlation between dual roles and psychological well-being of workers in carrying out WFH in a negative direction. It means that the lower the dual role conflict they experience, the higher the psychological well-being of workers, and vice versa (Hapsari 2020).

The third study discusses the multi-role of career women during a pandemic. The method used is qualitative and the results of the study say that the informants find it difficult to have additional role as a companion teacher for children who are studying at home during this pandemic. There is difficulty in dividing time because children's study hours are the same as mothers' working hours. Not only that, they have to take care of their husbands and to pill up housework (Handayani 2020). The fourth research is done during a pandemic and it tends to have multiple role conflicts. The double burden on female employees becomes even greater because they have to act as wives and teachers for their children, apart from being a housewife. For a mother, this is a challenge for herself because time is happening at the same time. Thus, if this burden is not done properly, many working mothers choose to quit. In addition to the psychological impact, it is also physically impacttul. It relates to how the conflict will continue to occur if the mother cannot schedule time (Kusumastuti 2020). Based on the above references in this study, the difference between this research and the previous one lies in the place or location. Not only that, the theories and methods used are more focused on gender studies from a sociological perspective.

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There are several factors that cause women to choose to work, namely economic factors. Often household needs demand that both of them work to meet the needs of the family. The wife has no other choice but to work to help her husband, especially for women who have been educated before marriage. They tend to want to develop themselves from the knowledge they get. Mutual work activities have a very positive impact because increasing financial independence and biological factors are factors where women like the world of work. In this case, it can be concluded that prior to the pandemic, there may also be dual roles but not all of them. When a pandemic like this encourages women to share their time and their bodies at the same time, serving their husbands is the

main factor in family harmony. It also includes taking care of children while studying online and handling the work that is also done at a set time. It immediately turns irregular, therefore there is an increased dual role felt by a woman and as a teacher.

Liberal Feminism Theory flows to feminism that emerged in the 19th century. Liberal thinkers argues that all human beings, both male and female, have been created in a balanced and harmonious way and there should be no struggle and oppression between the two. However, according to this liberal feminism theory, there are things that cannot be equated between men and women, namely in terms of reproduction which brings logical consequences in people's lives. Feminism theory emerged specifically to highlight the position of women. This theory seeks to challenge the establishment of patriarchal culture and various other gender stereotypes.

Liberal feminism is a school that tries to incorporate the idea that women are the same creatures as men and have the same rights as men. Liberal feminism provides a theoretical basis for equality in terms of its potential rationality. However, since women are placed in a position that depends on men, their role is determined in the domestic sector. It then results in more dominant in women as the emotional aspect rather than the rational one. If women do not depend on their husbands and do not take part in the domestic field, they will become rational beings like men (Megawangi, 1999).

Liberal feminism is widely adopted by women in the world because of the influence of capitalism. The freedom of rights that is now pushing liberal thinkers forward linearly and still emphasizes the linear rate of growth. This theory positions women not to be limited in working at home, therefore women can be totally integrated in all roles and women's reproductive organs are not a barrier to women's roles. This school has defined the stereotype that women are weak and only suit for household and family matters. Not only that, they only see women to emphasize individual rights and equal opportunities because women and men are the same. It then demands changes in policy by involving women.

RESEARCH METHODS

The method in this study adopted a qualitative method because according to (Sugiyono 2013) the qualitative method is a research and understanding process based on methods that investigate a social phenomenon and community problems. It was done through a feminism approach as one of the alternative models in conducting qualitative research. Therefore, feminism was the approach used in the hope of being able to restore the roots of social, cultural, political, economic and religious problems between feminism and patriarchal hegemony.

In this study, there were 2 stages. First, pre-field was carried out before entering the field to find data. In this stage, a problem study was carried out and conducted observations in the literature by compiling a list of questions as a tool. Second, field stage was done as the core of the research. It was equipped with observation as the process of collecting data. It was collected as much as possible through a list of questions that have been made.

The subjects in this study were female teachers who already had families and had roles as wives and mothers. The subjects to be studied were female teachers in the village of West Sukolilo, Labang District. The criteria for teachers were female and had a husband and young children.

The location in this study would be carried out in the Sukolilo Barat village, Kec. Labang, Bangkalan city. It was based on the conditions this city still applies a very strong patriarchal culture as evidenced by the practice of exploiting roles in the domestic sector which is used as an absolute role for women. Thus, this made this research unique from the previous one. Time in this study lasted for 1 month. The data collection methods in this study were divided into three, namely observation, interviews, and documentation produced from several literatures, books to national journals. Data analysis techniques are divided into three namely data reduction, data presentation, and conclusion drawing.

In a study required several techniques in data collection as follows:

1. Observation, is defined as the observation of systematic recording of the phenomenon being investigated. Observations were carried out non-participant, the researcher as an observer of the phenomenon under study. Observations have been made directly in order to get a complete picture related to the research focus. This observation has been carried out 2 times a week within 2 weeks considering that the government recommends that activities be carried out online.
2. Interview, the second technique is an interview which is the core research process in data collection. Interviews were conducted by two-way conversation or more. However, for now this technique has been changed in online form to make it easier for researchers to find answers and concrete data. The interview technique used the zoom meeting application as an intermediary to meet between informants and researchers.
3. Documentation, this stage is documentation, namely collection, selection, processing using voice records, videos and will be made into a video documentary during the research process as output in this research.

Data analysis technique is the process of systematically searching and compiling data obtained by data collection techniques through the resulting data. In the stages, there were 3, namely:

1. Data reduction, means summarizing, choosing according to the needs of researchers by considering the focus and themes taken so that they can produce better ones and discard unnecessary ones so that they can give a little special picture and make it easier for researchers in further collection.
 2. Data presentation, intended is in the form of brief descriptions, charts, relationships between categories. Researchers describe narratively and descriptively and at the same time prepare tables to make it easier to analyze the data.
 3. Drawing Conclusions, the last step is that the initial conclusions are preliminary results, changing if strong and supporting evidence is found. It is hoped that new findings in the form of descriptions or descriptions of previous objects after being investigated become clear.
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DISCUSSION

a. Madura Island in terms of demographics

Madura is an island located in Java, consisting of several regencies including Bangkalan Regency, Sampang Regency, Pamekasan Regency, and Sumenep Regency. The location of this research is located in Bangkalan Regency where the phenomenon of education and women's issues is still spreading everywhere. The phenomenon of role exploitation experienced by female teachers still occurs in Madura. This was found in one of the villages in the Labang sub-district, namely Sukolilo Barat Village.

West Sukolilo Village has 13 hamlets, including Kesek Hamlet, Polasareh Hamlet, Krasak Hamlet, Pregih Hamlet, Morleke Hamlet, Peserean Hamlet, Langsak Hamlet, Kejawan Hamlet, Buddan Hamlet, Karang Panden Hamlet, and Jarat Panjang Hamlet. The population of Dusun Sukolilo Barat Labang is 8,037 people, where the total male population is 4,002 people and the female population is 4,035 people with 1,086 families.

The people of the village of West Sukolilo are a coastal type community where fishing is the main job. The catches obtained from this work are partly sold to the village market and even outside the village. This type of coastal community is Muslim because the community is used to having an open and friendly attitude towards visitors. The use of everyday language uses Madurese and Javanese because the city of Bangkalan is geographically close to Java island, especially Surabaya.

Social status in the village of West Sukolilo ranges from the middle to low. This happens because of the type of work carried out, so it determines the number of objects or property ownership (assets). Their work tends to be uniformed, such as fisherman, given that the village is geographically close to the sea. Daily activities are fishing and distribution to the market. Social status according to sociological studies is indeed seen from the diversity of types of work in a place. This Sukolilo village community, when viewed from the social status owned by the lower middle class, is certainly the cause of social problems that arise such as social assistance from the government which is felt to be uneven and does not provide effectiveness so that a phenomenon was found about how effective social assistance was during the covid pandemic.

Economically, the people of West Sukolilo Village are still relatively low. Income from livelihoods as farmers and fishermen is sometimes not sufficient to meet the daily needs of life so that the educational needs of children are ruled out. In addition, the majority of people think that education is less important. Education is considered only looking for work so that after they get a job, education will stop. Inadequate infrastructure is an obstacle to the course of education, especially in villages.

The educational conditions in the Sukolilo Barat village tend to have similarities, namely the majority of high school graduates where the diploma was used to find work outside the island of Madura, namely in Surabaya. However, although their last education in general was high school, it did not rule out the possibility that some graduated from a

bachelor's degree. For instance, the teaching staff in West Sukolilo village was considered quite a lot, apart from coming from their own area as well as from outside villages such as kamal sub-district and kwanyar sub-district. The environment can affect a person's socioeconomic and educational conditions. The number of primary schools in West Sukolilo was about 8 formal schools. So it could be concluded that the people of this village are slightly open to education although not all of them enter a higher level of education in the end. Based on the sufficient number of elementary schools, it could be said that the number of teachers who teach was also high. It was recorded that in one school, SDN Sukbar 1, there were around 50 teachers and above with different statuses (e.g., civil servant teachers, honorary, *tendik*, and *TU*). The total number was divided into two types, namely female and male, but the dominant one was female. It was because the majority of primary school teachers were dominated by female teachers. This finding was obtained from one of the teachers (N.S. Age 30 years) a teacher at SDN Sukbar 1 whom the researcher interviewed as an opening for further research. This teacher was used as the opening informant because based on the existing criteria it was very suitable to the needs of the researcher.

b. Domestic Role of Female Teachers

Basically, most Indonesian people believe that women cannot be separated from their role and position in the family. The difference between women in the past and now is very different. It is due to a development of the freedom that women now have, namely being released from the confines of being a companion and caregiver. The division of labor between men and women can be seen through the physical activities carried out by women where the responsibility for household work, while men are responsible for earning a living. Domestic work is not considered as work for purely economic reasons, so as a result, the perpetrator is not assessed as working. This problem leads to productivity where it is related to making money or not. Money has the meaning of power that gives great access to sources of production so that there are levels of status in a family, namely high and low. This status makes the role of women exploited by men.

Based on the results of observations by the research team, this condition was very representative of the general public in Sukolilo Barat village, especially those experienced by female teachers in elementary schools. This role illustrated that women did not only participate in traditional roles but also transitions where as workers were actively involved in economic activities, namely earning a living, in these various activities according to the skills they have and the available job opportunities. One female teacher with the initials (SM, 35 years old) said that “the role she is playing is no longer reasonable, because she has difficulty managing and balancing emotional control when taking care of children, which she admits that her husband does not fully help with housework, because this is also a problem. a different opinion from her husband who considers that work is absolutely the work of women, so there is no need for help from her husband”. Based on the results of interviews with one of the informants, it was clear that there was still exploitation of roles among their households. When compared to the city, it might be clearly different because the aspect of awareness they built had a big

influence on the environment they live in, as in the case of Sukolilo Barat village, which represented that the whole community. Especially, husbands in the village still adhered to the existing tradition, namely patriarchal culture.

c. Problems faced by female teachers

One of the informants said that there was a transition process from before the pandemic and during the pandemic. This change was considered a big problem because there were several processes that are not easy to adapt quickly and precisely. Conditions before this teacher pandemic tend to have no serious problems because the activity patterns were easy to do and were used to. The division of home activities was not a serious problem, "my husband works, I manage my own homework by dividing the time when cleaning the house, cooking and also taking care of children to serving my husband and even teaching", a female teacher with the initials (AF, 28 years old) who did not mind very much doing all of this, but she admitted that her life everything changed after the pandemic and was out of control until every day problems made her not to focus to her activities and professionalism in teaching. She even admitted that her performance had decreased because apart from accompanying her own child to take lessons. She also taught as a manifestation of his professionalism, even though she only gave assignments without explaining at all.

According to the informant (A.F, 28 years old), she said that there was a conflict that occurred in the environment she lived in. She admitted that she still lived with her in-laws so that all housework had to be done by her as a form of sensitivity to the daughter-in-law. Departing from carelessness while undergoing a double task load eventually had implications for the task that should be done, namely teaching. She admitted that there were difficulties in managing the time to take care of children, did housework, and took care of her husband.

2.) Discussion

a. Gender Exploitation as a Consequence of Patriarchal Culture in a Time of Pandemic

In the academic realm, specifically female teachers, their roles had a very high risk of conflict. Meanwhile, the stereotype built by the environment with a very strong patriarchal culture made its existence exploited by circumstances. This is in line with a study conducted by (Howe-Walsh & Tumbll, 2016) that the issue of women still exists in the realm of universities where it is said that women who are engaged in academia are still under pressure, mainly difficulties in balancing between academic and family life which causes stress. work stress. The piled up workload is just a display, even focusing on the domestic sphere, taking care of and helping children in online learning, taking care of housework, and taking care of their husbands.

Role conflict for women who work concurrently with their roles cannot be separated from the influence and support from the environment such as family, say husband. In this case the position of the husband is very important because it can provide emotional support that later creates a sense of comfort. It results in wife that is free from

stressful family conditions. The issue of the dual role of women is that ,at home, they are expected to do homework during working hours, while extended families hope their presence at home as a form of responsibility. Thus, they have a debt of gratitude to help with activities at home. In the households of female teachers who live in private homes, issues that arise are related to child care. They find it difficult to take care of their children, especially for female teachers who have more than one child, especially when the children are already in school. The burden of care is added to the education. This feels burdensome if the husband is not supportive in helping.

From the point of view of schools/academics, they still demand that teachers have maximum performance during the pandemic, showing that they lack empathy and are gender sensitive. The dual role as a mother finds it difficult to negotiate roles in the domestic sphere with partners and other members. So they just want the normalization of exploitation. Actually, as a female teacher, the demand to have a good performance is not a barrier but a natural thing. So that in this case what is expected is only emotional support and emotional well-being in the academic field. It aims to create a positive situation.

As a woman with a strong patriarchal environment, it has become a must in a safe home to call "*Kodrati*" working in the kitchen even though there are responsibilities outside of that, namely teaching. Even though the husband still has his own duties and its sensitivity to the duties and responsibilities, it is not appropriate to perpetuate gender superiority and leave women to be untamed. This makes the burden on women feel that they are carrying a burden that should be the responsibility of both parties between men and women. Hence, the position of feminism that used as a knife of analysis becomes a major foundation in building understanding and justice that is manifested in everyone's life regardless of the egdner they have..

b. Female Teachers and Professionalism

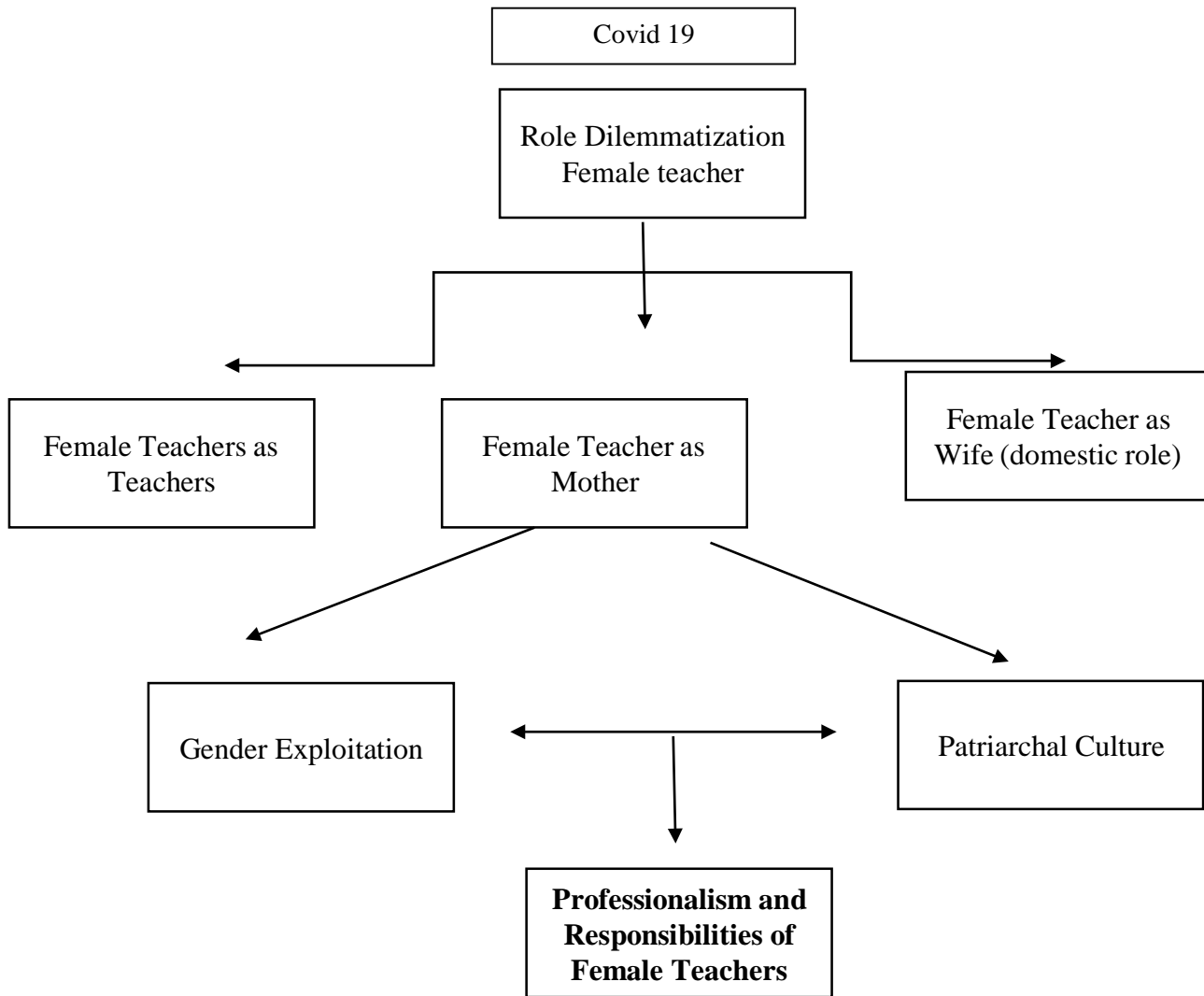
Apart from their duties as parents and wives, teachers should still focus on their area of responsibility, namely teaching. Changes in techniques in conveying material to students are a major obstacle in the world of education. Based on the findings of the study, the majority of female teachers was only focus on the family because of some of the considerations described above that by focusing on domestic work. They asserted that the responsibility as an educator is not too important. Teachers found it difficult to divide the time during working hours with homework.

In the implementation of teaching, teachers rely more on delivering material using video conferencing. Meanwhile, viewed from the ability of elementary school students, students still needed help from the ability of teachers to explain. It means thay the role of parents is very important. In contrast, the understanding and abilities of parents are not the same, becoming an obstacle as well as a challenge for the teacher as well as for parents.

This teaching process was considered less effective because in addition to burdening the parents. It was also less effective in terms of time because the teacher is more focused on domestic work. Her professionalism as a teacher has been lost. In this

case, it certainly results in students who are less able to digest, thus it is not surprising that teachers experience work stress which has a major impact on the progress of the nation's young generation. Talking about professionalism, it, of course, was related to the duties and responsibilities of their duties.

Charts/Schematics



CONCLUSION

Opening opportunities in work for women aims at making women have dual roles. Women in careers play a dual role as housewives to support their husbands and to have more income to optimize finances in the family. Especially during a pandemic, there are many challenges faced by career women. Difficulty in managing the division of tasks and adapting to a new world with new habits, undoubtedly take quite a long time. Time and financial management is certainly not well controlled, thus internal family conflicts arise, especially for women who have double role as teachers or educators. Some of the informants stated that the difficulty in managing all these changes had implications for their professionalism as an educator. This is a consequence of a woman who is struggling in the public sector and must balance her role by taking care of the household during working hours. Through this research, suggestions are made to several parties (1) for education and schools, they need to conduct training and increase knowledge in time management and communication between fellow teachers (2) for the family, it is necessary to have an understanding of gender justice in families in Madura with a strong patriarchal culture with an aim to create a gender-biased life, especially in the division of domestic tasks in the household.

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