

**ANALYSIS OF THE INFLUENCE OF RELATIONSHIP TERMINATION COST,
ORGANIZATIONAL COOPERATION ON THE ADAPTATION
OF NEW HABITS IN THE PANDEMIC**

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Abstract: *This study examines the Analysis of the Effect of the Relationship Termination Cost, Organizational Cooperation on the Adaptation of New Habits during the Covid 19 Pandemic. This research was conducted on the Industry in Yogyakarta, the sample used in this study was 80, and the analytical tool used was SPSS software as the tool. Is there a positive influence between Relationship Termination Cost on adaptation, is there a positive influence Relationship Termination Cost on organizational cooperation, is there a positive influence between Relationship Termination Cost on adaptation through organizational collaboration as a mediator in the industry in Yogyakarta*

Keywords: *relationship termination cost, organizational cooperation, adaptation, covid 19*

1. Introduction

The Covid-19 pandemic has forced people to adapt to various new habits to minimize the risk of transmitting the disease. Regulations regarding restrictions on community activities and activities are sought because of course people still need to be active outside their homes. The government is also aggressively conducting socialization about new normal habits that should be understood and carried out by the public during their activities. Because the implementation of new habits related to hygiene and health also reduces the negative impact of the Covid-19 outbreak on all sectors of life in the country. Activities and activities outside the home with the risk of being exposed to Covid-19, of course, must be accompanied by new habits.

Various policy options were taken to block the rate of spread, ranging from the application of physical distancing to Large-Scale Social Restrictions (PSBB) in various areas that were mapped as the epicenter of the spread.

The rules for Adaptation of New Habits for service and trade sector providers are regulated in the Circular Letter of the Minister of Health Number HK.02.01/MENKES/335/2020 concerning Protocols for Prevention of COVID-19 Transmission in the Workplace of the Service and Trade Sector (Public Area) in Supporting Business Continuity.

The general public also needs to know this protocol. For you, it is also important to know this protocol because the public can also see whether service providers have implemented COVID-19 transmission prevention rules based on new normal rules.

The cooperation of company employees, in this case, is very much needed, it is a principle to carry out activities in an organization to obtain optimal results for the company with minimal effort following existing standards.

Companies must have a strategy that can transform and innovate to deal with it. This is so that the companies and businesses that have been built are not crushed by the times and hampered their development (Agistiawati et al., 2020). Meanwhile, the company must already have an integrated travel map so that the direction of business development is visible. Between

The strategy that urgently needs attention is the readiness for change in every organization, especially in global business organizations. The global competition in the current era requires the readiness to change without pause from every industry person. The condition of the COVID-19 pandemic that is engulfing the world, including Indonesia, necessitates changes in the latest business situations and conditions (Purwanto, Asbari, Fahlevi, et al., 2020). Therefore the company must have a special strategy to save the company in this covid-19 pandemic, not a few companies have also left their core business just to save themselves from the covid-19 wave.

As for the company, it must also prepare the costs incurred. If the Relationship Termination Cost immediately adjusts to the situation due to the COVID-19 pandemic, many companies are doing good efficiency by doing autonomies to maintain their business during this pandemic, namely by reducing operations. companies, for example, closing business branches and even reducing work or even reducing ineffective cooperation (reduction of suppliers), in this case, it is very possible to occur in the conditions of the covid-19 pandemic.

2. Research Method

This research process is deductive, where to answer the problem formulation, concepts or theories are used so that hypotheses can be formulated. The hypothesis is then tested through field data collection.

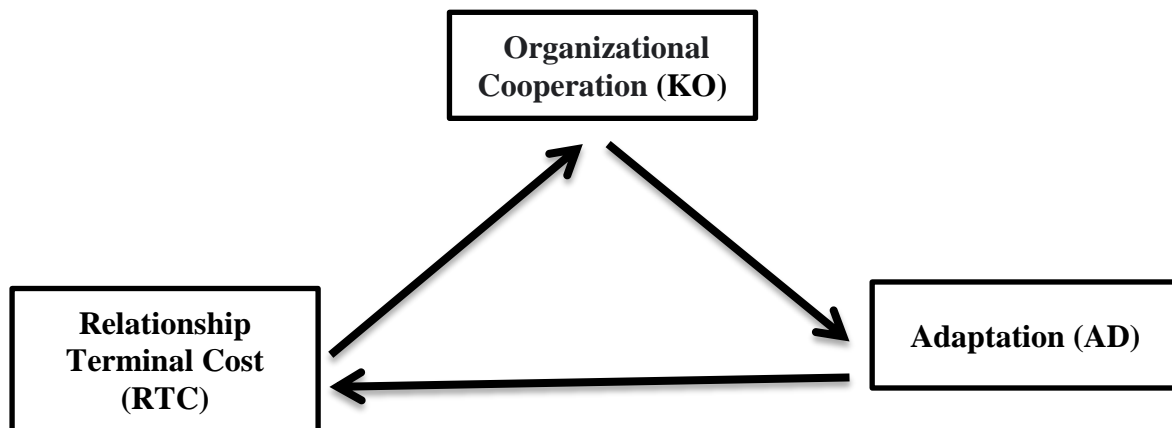
The types and sources of data used in this study are primary data. According to Sekaran (2003), primary data refers to first-hand information obtained by researchers relating to variables of interest for the specific purpose of the study. The primary data needed in this study is data obtained from the answers to the questionnaires of the respondents in this study, to the question of Analysis of the Effect of Relationship Termination Costs, Organizational Cooperation on the Adaptation of New Habits during the Covid 19 Pandemic.

3. Data Collection and Analysis Techniques

The data in this study were taken using the census method, namely taking data from members of the population. The population is a generalization area consisting of objects/subjects that have the qualities and characteristics set by the researcher to be studied and then drawn conclusions (Sugiyono, 2015). The population in this study were employees, micro, small and medium enterprises (MSMEs) or industries in Yogyakarta, amounting to 80 respondents.

4. Results Model

The following is an explanation of the research model



In this study, the researcher proposes several hypotheses as follows:

- H1. There is a positive influence between Relationship Termination Cost on the adaptation of new habits in the Yogyakarta industry during the Covid 19 Pandemic?
- H2. There is a positive influence of Relationship Termination Cost on organizational collaboration in the Yogyakarta industry during the Covid 19 Pandemic?
- H3. There is a positive influence between Relationship Termination Cost on adaptation through organizational collaboration as a mediator in the Yogyakarta industry during the Covid 19 Pandemic?

5. Results

Data was collected through questionnaires distributed to 80 respondents who analyzed the effect of relationship termination costs, organizational collaboration on the adaptation of new habits during the COVID-19 pandemic. The sample selection method in this study was purposive sampling.

The instrument in this study was a questionnaire containing twenty questions. Four question items measure Adaptation, twelve question items measure Relationship Termination Cost, four question items measure Organizational Cooperation.

Table 1. Mean and Standard Deviation

<i>Variabel</i>	<i>Mean</i>	<i>Std. Deviation</i>
Adaptation	16.61	2.76
Relationship Termination Cost	45.06	8.04
Organizational Cooperation	16.22	2.75

Source: processed primary data 2022

Based on the table above, the Adaptation variable has a mean value of 16.61 indicating that the level of relationship termination cost is quite high. The difference in answers between respondents shows a lot of variation (data clustered around the average value). This can be seen

from the standard deviation value of 2.76. The Relationship Termination Cost variable has a mean value of 45.06 indicating that the level of adaptation is quite high. Differences in answers between respondents showed a lot of variation. This can be seen from the standard deviation value of 8.04. Organizational cooperation variable has a mean value of 16.22 indicating that the level of Relationship Termination Cost is quite high. Differences in answers between respondents showed a lot of variation. This can be seen from the standard deviation value of 2.75.

Table 2. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Sig.
1	.716 ^a	.513	.500	5.68541	0.000

Source: processed primary data 2022

If you look at the basic value of decision making that the correlation is above the value of Sig. F Change <0.05 means correlated, based on the table above shows that the value of Sig. F Change is 0.000 means the value of Sig. F Change <0.05, which means that the adaptation and organizational collaboration variables together or simultaneously are related to the Relationship Termination Cost variable. Meanwhile, to see the level of closeness of the relationship is to look at the value of the correlation coefficient R (0.716) it can be interpreted that the variable adaptation and organizational cooperation with the Relationship Termination Cost variable, the value of R (0.716) has a very perfect value, namely the person correlation value of 0.70 - 1,00 is perfect.

6. Discussion

Table 3 Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficient	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.841	4.334		1.578	.119
	Total.KO	1.450	.285	.496	5.083	.000
	Total.AD	.884	.284	.304	3.113	.003

a. Dependent Variable: Total.RTC

Source: processed primary data 2022

Hypothesis 1 states that there is a positive influence between Relationship Termination Cost on the adaptation of new habits in the Yogyakarta industry during the Covid 19 Pandemic. From the results of the regression analysis, the t value for the adaptation variable shows a significant result of 3.113 with a significance degree of 0.003. This shows that the adaptation variable has an influence on the Relationship Termination Cost variable ($\beta=0.884$, $t=3.113$, $p>0.05$). Hypothesis 1 which states that there is a positive influence between Relationship

Termination Cost on the adaptation of new habits in the Yogyakarta industry during the Covid 19 Pandemic, is accepted.

Hypothesis 2 states that there is a positive influence of Relationship Termination Cost on organizational cooperation in the Yogyakarta industry during the Covid 19 Pandemic. From the results of the regression analysis, the t value for the organizational cooperation variable shows a significant result of 5.083 with a significance degree of 0.001. This shows that the organizational cooperation variable has an influence on the Relationship Termination Cost variable ($\beta=1.450$, $t=5.083$ $p>0.05$). Hypothesis 2 which states that there is a positive influence of Relationship Termination Cost on organizational collaboration in the Yogyakarta industry during the Covid-19 Pandemic, is accepted.

Hypothesis 3 states that there is a positive influence between Relationship Termination Costs on adaptation through organizational collaboration as a mediator in the Yogyakarta industry during the Covid 19 Pandemic. To see whether there is a mediation effect or not, we can look at the output in the indirect effect of X on Y section. There is written an indirect coefficient of 0.884. The confidence interval (CI) from the bootstrap results is written BootLLCI (lower level for CI) = 0.0123 and BootULCI (upper level for CI) = 0.1129. Basically (with 95% confidence) that the true indirect effect is zero (meaning no mediation). If the BootLLCI and BootULCI ranges do not include a value of zero (0), it can be concluded that the estimation is significant and a mediating effect occurs. Effect size can be seen from the standardized coefficient of indirect effect X to Y which is 0.0610. From the results of the above analysis, the indirect effect value is not standardized by bootstrap of 0.884, and the 95% confidence interval (CI) ranges from 0.0123 to 0.1129. Because zero is not included in the 95% confidence interval range, it can be concluded that, hypothesis 3 which states that there is a positive influence between Relationship Termination Costs on adaptation through organizational collaboration as a mediator in the Yogyakarta industry during the Covid 19 Pandemic, is accepted.

7. Conclusion

In this study, the researchers tried to test a model that describes the relationship between the effect of relationship termination costs, and organizational collaboration on adapting new habits during the covid 19 pandemic. The results show that Relationship Termination Costs on adapting new habits in the Yogyakarta industry during the Covid 19 pandemic This is because, during the pandemic, the Company/MSME is willing to change its inventory procedures and is willing to adjust the distribution or delivery procedures for goods.

In the Relationship Termination Cost variable for organizational collaboration in the Yogyakarta industry during the Covid 19 Pandemic, this is because during the pandemic the company/MSME will support our marketing activities and the company/MSME will provide better assistance and services to us.

Whereas in the positive influence variable between organizational collaboration on the adaptation of new habits in the Yogyakarta industry during the Covid 19 Pandemic, this was because the Company/MSME wanted to adjust its production process and maintain good cooperation with the Company/MSME.

Suggestion

Based on the results of the study, the researchers put forward suggestions as implications that might be given and benefits companies in Yogyakarta, namely:

1. The results of this study can be used as a source of information for companies in Yogyakarta to be able to make products to order, and change inventory procedures, the company's administrative process is now faster than before, so the work targets set by the company can be achieved.
2. During the pandemic, the company can also see that the company's administrative processes are now faster, and easier and the security in the delivery of company goods is now more guaranteed/improved.

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