

ABSTRACT

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Resilience of Early-Mature-Gays Who are Works; (Naomi Soetikno, M. Pd., Psi.); Undergraduate Program in Psychology, Tarumanagara, Jakarta. (ix,108 pages, P1-P3, Appendix 1-19).

Rejection from workmates because of being coming out is an unpleasant thing for gays, especially when doing their work. The research is aimed to know the depiction of resilience of gays who already be coming out in their workplace. Besides, it is also to know the reasons of gays to be coming out in the workplace and its risks. Resilience is an ability of human to face, conquer and be tough of the misfortune they get (Grotberg, 1999). Gays who already be coming out and face rejection in their workplace need to have resilience to conquer the unpleasant feelings and struggle to do their works. The subject of this research involves three-early-mature gays aged 25-40 year old, working in office, be coming out to their workmates for two years. This research takes place since Mei 2013 until Agustus 2013, using *in-depth interview* as the way to collect data and *purpose reference sampling* as the technique of taking sample. The result of research shows that the three subjects have the same reason to be coming out to their workmates and face almost the same challenge after they did so in their workplace. Generally, the three subjects have succeeded to build resilience in conquering unpleasant feelings and doing works in their workplace.

Keywords: resilience, gay, early mature, workplace.