

ANALYSIS OF THE EFFECT OF WORK FROM HOME ON EMPLOYEE PRODUCTIVITY DURING THE COVID-19 PANDEMIC

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ABSTRACT

The Covid-19 pandemic has had a significant impact on various aspects of life, including the world of work. Implementing a work from home (WFH) policy is one of the solutions that many companies take to maintain the health and safety of their employees. However, the impact of this transition on employee productivity is still being debated. This study aims to analyze the effect of implementing work from home on employee productivity during the Covid-19 pandemic. This study uses a quantitative approach with a verification approach by taking a sample of 113 employees who work from home. The results of the study show that WFH has a positive and significant impact on their productivity levels. This is reinforced by the hypothesis test which shows that the calculated t value is greater than the t table value ($4.755 > 1.662$), and the significance value is much smaller than the predetermined standard ($0.000 < 0.05$). The WFH variable has an influence on employee productivity by 16.7 percent while the remaining 83.3 percent is influenced by other factors not examined in this study.

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1. INTRODUCTION

In the year 2020, the entire world was jolted up by an epidemic that caused widespread concern. This epidemic was brought on by a virus known as covid 19, which caused it. Because of this epidemic, operations in every country became disorderly (Arianto, 2020). The impact of this outbreak had a disruptive effect on activity in a number of different sectors, with the economic sector being one of the areas that was most severely impacted by the impact. As a result of the outbreak, a significant number of businesses all around the world have seen a drop in their revenue (Hartono & Rahadi, 2021).

In addition to a decrease in revenue, the company's activities are also limited, by prioritizing health protocols. In addition, the companies that are allowed to continue operating are also limited, not all companies are allowed to operate freely (Alimuddin, 2021). Companies that operate must comply with existing health protocols. To overcome this, the company makes a division of work activities of its employees. Some of the employees who work at the company are temporarily laid off and some are working at home (Work From Home) (Sari et al, 2021)

WFH is a strategy that has been implemented by many organizations since the spread of COVID-19. However, WFH is seen as having advantages and disadvantages that must be accepted by both the organization and its employees (Ramli, 2021). Mungkasa (2020) describes these advantages and disadvantages. The first advantage for employees is that there is a balance between work and family life, the second is being able to reduce travel time to work and saving fuel and the third is controlling schedules or working hours and being able to choose their own working atmosphere. The advantages for the organization include encouraging morale and reducing laziness and absenteeism and strengthening the company's image as a family friendly workplace (Mungkasa, 2020).

The drawbacks for employees are that they are used to a conventional office atmosphere which causes difficulties in coordinating with colleagues and there are no clear boundaries between office and home (Sariani et al, 2020). Meanwhile for the organization, some deficiencies arise, including managers who find it difficult to adjust, especially for managers who tend to lack trust in their subordinates, managers find it difficult to arrange meeting schedules for jobs that require high teamwork intensity and some employees cannot work without supervision (Tampubolon, 2020).

The problem faced by employees during the Covid-19 pandemic was a decrease in productivity which correlated with income. Productivity carried out by employees is basically a classic problem that is often experienced by various companies, but it has been exacerbated by the presence of a pandemic which requires employees to work from home (Ayuningtyas, 2021). Nonetheless, Work From Home (WFH)

Analysis of the Effect of Work from Home on Employee Productivity During the Covid-19 Pandemic. I Gede Putu Kawiana

activities are part of the telecommuting concept, which is actually not new in the world of work that has existed since the 1970s, but not all activities are implemented in the WFH context.

Various methods have been used by many companies to increase employee productivity during the pandemic, one of which is by providing work motivation. (Sulistiyan & Rosidah, 2003) provides an analysis that the level of employee production needs to be emphasized on two factors, namely the emphasis on employee motivation and employee ability to work. Providing motivation to employees is very important in increasing high work productivity and providing new enthusiasm to maintain high fighting spirit, especially during a pandemic (Irawati & Prasetyo, 2021).

Productivity itself refers to how efficiently resources are used. This situation forces every lecturer, even those who are not familiar with technological devices, to use online learning applications. According to research, WFH can be successful if workers have a flexible work environment at home that avoids stress and the availability of an internet connection and supporting technology (Simarmata, 2020).

The various problems described above have made researchers interested in researching the effect of work from home on the work productivity of employees of various private companies in Denpasar. This research is important for understanding the impact of working from home (WFH) on employee productivity during the Covid-19 pandemic. The results of this research will help companies and organizations design more effective remote work policies, as well as provide guidance for employees to increase their productivity while working from home.

2. LITERATURE REVIEWS

A. Work From Home

Working from home refers to the practice of completing tasks that are usually carried out in the office from their respective residences, allowing employees to avoid face-to-face meetings with colleagues at work (Ashal, 2020). With the advent of the "third wave," Alvin Toffler introduced the concept of telework in three stages in 1980. Following efforts to reduce travel and energy consumption in the 1970s and 1980s, remote working became popular as a result. This allows employees to maintain a balance between work and personal life while also addressing a skilled workforce shortage. As the suburban economy grows and becomes increasingly integrated with the city center, workplace design and facility management are becoming increasingly important in helping employees remain productive and efficient (Mungkasa, 2020).

B. Work productivity

Sutrisno (2011) posits that productivity can be defined as a metric that gauges the level of productive efficiency. This paper aims to analyse and compare the outcomes and inputs in order to identify any potential disparities or correlations. The input is frequently constrained to labour, whereas the result is quantified in physical units, representing the form of value. Hasibuan (2010) posited that productivity can be defined as a quantitative assessment that involves comparing the quantity of output with the quantity of resources utilised in the production process. The recognition and acceptance of human resources as the most crucial aspect inside an organisation is imperative for effective management. The enhancement of work productivity can solely be achieved via human efforts. On the other hand, it is important to acknowledge that human resources can also contribute to the occurrence of waste and inefficiency in diverse manifestations. As a result, prioritising the human element has become a crucial requirement in the broader endeavour to enhance job productivity.

C. Covid-19 pandemic

A pandemic refers to the rapid and widespread transmission of a disease among individuals, encompassing a broad geographical scope that extends over several locations and transcends national boundaries (Masrul et al., 2020). Coronaviruses encompass a diverse group of viruses that have the capability to induce disease in both humans and animals. In the human population, this pathogen typically induces respiratory tract infections, encompassing a spectrum of manifestations from mild ailments like the common cold to severe conditions such as Middle East Respiratory Syndrome (MERS) and Severe Acute Respiratory Syndrome (SARS). In December 2019, an unprecedented event occurred in Wuhan, China, where a novel strain of coronavirus was identified in humans. This particular strain was subsequently designated as Severe Acute Respiratory Syndrome Coronavirus 2 (SARS-CoV-2) and was responsible for the emergence of Coronavirus Disease-2019 (COVID-19).

3. METHODS

The research methodology employed in this study is quantitative in nature, utilizing a descriptive verification approach. This study examines the relationship between the variable of remote work and employee productivity. The study encompasses all private enterprises in Denpasar City that have implemented the work-from-home (WFH) arrangement. The precise number of these companies cannot be ascertained. The sample is determined through the utilization of a basic random technique, often known as simple random sampling. The sample size for this study consisted of 113 individuals. The data was collected by administering online questionnaires utilizing the Google form platform. The data underwent processing and analysis through the application of Regression Analysis, as well as hypothesis testing with the F Test. Each of the individuals received assistance from the SPSS 23 for Windows software application.

4. RESULTS AND DISCUSSION

Results

Participants who filled out the questionnaire in this study were private employees who were working from home (WFH) in the Denpasar City area. To describe the profile of the participants in this study, the researchers grouped them based on gender and level of education. In the context of the gender of the participants, the data shows that there were 45 people or around 40% of the total 113 participants who were male, while there were 68 female participants or around 60% of the total 113 participants. Based on education level, there were 28 people or around 25% of the participants who had diploma level education (SMA), 71 people or around 63% had Diploma (D3) and Bachelor (S1) degrees, and 14 people or around 12% had Masters degrees (S2) or higher education level. This data can provide further insight into the demographic characteristics of respondents involved in research on the impact of working from home during the Covid-19 pandemic in Denpasar City.

Table 1 The coefficient of determination (R²)

Summary Model ^b				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.408 ^a	.167	.160	4,457

Using the information from the table above, we can understand that the correlation value (R) is 0.408. Besides that, we can also calculate the magnitude of the coefficient of determination by rooting the square of the correlation value (R). The results of these calculations show that the coefficient of determination (R²) is 0.167. This figure indicates that the WFH variable has an influence of around 16.7 percent on employee productivity variables. However, the influence of the WFH variable on other variables is considered insignificant and can be ignored.

Table 1 Test Results ^f

ANOVA ^a						
Model		sum of Squares	df	MeanSquare	F	Sig.
1	Regression	450,314	1	451,003	22,622	.000b-
	residual	2210491	111	19.903		
	Total	2659,796	112			

Here, we will examine the substantial (significant) relationship between the WFH variable (X) and the Employee productivity variable (Y). If F count = 22.622, then the regression model can be used to predict employee productivity, and the level of significance/probability is 0.000 < 0.05. As a follow-up, you can run another test to see if there is a statistically significant difference in the t-count between the two groups. The t table value with a significance level of 5% or 0.05 is 1.662 with Df = 111.

Table 3. Regression Coefficient Value Test Results

Coefficients ^a					
Model	Unstandardized Coefficient		Standardized Coefficient	t	Sig.
	b	std. error	Betas		
1. Constant	27,277	2,771		9,869	.000
WFH	.442	.091	.410	4,755	.000

a. Dependent Variable: Employee Productivity

Taking into account that the constant value (a) in Column B is 27.277 and the WFH value (b) is 0.442 according to the Coefficient Table, the regression equation can be expressed as follows:

$$Y = 27,277 + 0,442 X$$

The coefficient b is called the coefficient of the regression direction and reflects the average change in the variable Y for each unit change in the variable X. When b is positive, the change is positive; when b is negative, this change is negative. Thus, this equation can be interpreted as follows: if the WFH variable has no value, then employee productivity will have a fixed value of 27.277. The regression coefficient X of 0.442 indicates that every one-unit increase in the WFH variable will contribute to an increase in the value of employee productivity by 0.442.

It can be seen from the results above, when t count = 4.755 with a significance level of $0.000 < 0.05$ then H_0 is rejected and H_a is accepted, this indicates that there is a substantial (significant) influence of the WFH variable (X) on employee productivity (Y) in private companies in the city of Denpasar.

Discussion

This research has revealed interesting findings regarding the impact of Work From Home (WFH) on employee work productivity. The results of the analysis show that the presence of WFH has a positive and significant impact on their productivity level. This is reinforced by the hypothesis test which shows that the calculated t value is greater than the t table value ($4.755 > 1.662$), and the significance value is much smaller than the predetermined standard ($0.000 < 0.05$), indicating a high level of confidence in this finding. In this context, positive influence means that the more frequently or effectively employees work from home, the more likely their work productivity will increase.

Employees may be able to manage their time better, reduce distractions, or even feel more comfortable in their own work environment. These results have significant implications for developing flexible work strategies, where WFH can be considered as an effective alternative in increasing employee productivity and optimizing their work output. However, keep in mind that while WFH can provide these benefits, good management and the right approach are still needed so that the full potential of this work model can be utilized optimally (Yahya, 2021).

Work From Home (WFH) has opened up new opportunities for companies to adopt innovative processes to increase employee productivity. In a WFH environment, employees have greater freedom to set their own schedule and work environment. This can encourage the emergence of creative ideas and new approaches in completing assignments (Driyantini et al, 2020). By removing the physical boundaries of the office, collaboration between teams can also expand more broadly through digital tools and collaboration platforms. Employees can share thoughts and input without being bound by a certain space and time, enabling the team to develop more innovative and effective solutions (Ridwan, 2021).

In addition, WFH can also stimulate the adoption of new technologies. Employees must rely on digital tools, applications, and software for communication, collaboration, and task management. This can drive the use of more sophisticated technologies and help companies harness the potential of automation to increase efficiency. In some cases, companies may start to integrate artificial intelligence (AI) or data analysis to optimize work processes and make better decisions (Amin, 2021).

Even though Work From Home (WFH) brings positive potential in increasing productivity, it cannot be denied that there are negative impacts, especially in terms of social interaction in the workplace. In a WFH environment, face-to-face interactions with co-workers are limited, potentially reducing opportunities to build and strengthen social bonds with the team. These limitations can result in a lack of informal exchange of information, creative ideas, and emotional support among team members (Nugroho & Suswanta, 2020).

This loss of social interaction can also impact team collaboration. The spontaneous discussions, brainstorming, or question and answer sessions that often occur in a physical workplace may become limited in a WFH environment. This can reduce opportunities for team members to better understand each other's views and expertise, which in turn can hinder the team's ability to work synergistically and effectively.

In addition, aspects of togetherness and corporate culture can also be affected. Social interaction in the workplace is often the foundation for an inclusive and positive corporate culture. In a more isolated WFH environment, challenges may arise in maintaining a sense of connectedness and identification with company values.

Therefore, while WFH has its benefits, it is important for companies to recognize and address negative impacts such as this lack of social interaction. Measures such as organizing more informal video

Analysis of the Effect of Work from Home on Employee Productivity During the Covid-19 Pandemic. I Gede

Putu Kawiana

conferencing sessions, creating online collaboration platforms, or holding virtual meetings or events that build togetherness can help bridge the gap in social interaction and ensure that the social aspects of the workplace are maintained, even in a remote working context .

The Covid-19 pandemic has forced us to adopt a new way of working. To reduce crowds and protect themselves from the transmission of Covid-19, almost all companies and organizations have implemented WFH or *Work From Home* . Some in a short time and some in a long time. Several companies that have experienced success and smooth work with the WFH process are starting to consider continuing to carry out WFH even after the pandemic is over. Because in fact, work can still be done remotely or *remotely* , without the need to come to the office every day.

5. CONCLUSION

In an analysis of the impact of Work From Home (WFH) on employee productivity, it was found that WFH had a positive and significant influence on their level of productivity. This is reinforced by the hypothesis test which shows that the calculated t value is greater than the t table value ($4.755 > 1.662$), and the significance value is much smaller than the predetermined standard ($0.000 < 0.05$). WFH has significant positive potential in increasing productivity through innovation in work approaches and technology adoption. However , it is important to recognize that WFH also has negative impacts, especially in terms of social interaction at work. Limited face-to-face interaction can result in a lack of social bonds with coworkers and teams, which has the potential to hinder collaboration, informal information exchange, and team togetherness. In addition, challenges may arise in maintaining a company culture and a sense of connectedness in a more isolated work environment. Therefore, companies need to take steps to bridge the gap in social interaction, such as adopting technology for virtual collaboration, organizing online events that build togetherness, and ensuring proper support and management for employees working remotely.

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