

THE EFFECT OF WORK FROM HOME, ORGANIZATION COMMITMENT AND WORK DICIPLINE TO THE PERFORMANCE OF BAHASAKU INGGRIS EMPLOYEE DURING THE COVID-19 PANDEMIC

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ABSTRACT

The growing covid-19 virus in society, the government is urging employees to work from home to prevent and lessen the virus' spread. Therefore, employees do not require for going to the workplace and face to face. The aim of this study determined the effect of work from home, organization commitment and work dicipline to the performance of employees. This research. was held. at Bahasaku inggris in Pare, Kediri regency. Primary data is obtained by spreading questionnaires to 74 respondents. Data analysis was completed with SmartPLS 3.0 in this study. The research showed that the work from home variable was significant on the employee performance variable, then the organizational commitment variable was significant on the employee performance variable, and the work discipline variable was significant on the employee performance variable.

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1. INTRODUCTION

Coronavirus or Covid-19 is the seed of the disease, commensurate with the virus seeds first seen in Wuhan in 2019. As the seeds of the disease spread throughout the body and of course reached Indonesia on March 2, 2020. Based on WHO (2020), Corona Virus is a new disease that is discovered and can be transmitted through the air. Most people who contract the Covid-19 virus will have difficulty breathing both mild to moderate and can be healthy again without the need for special treatment. Elderly people or people who have diseases such as diabetes, cardiovascular, cancer and chronic respiratory diseases are more likely to contract Covid-19.

Bahasaku inggris is one of the online English course institutions Kampung Inggris which is located at Jalan Flamboyan No. 53, Tulungrejo Village, Dusun Mulyoasri, Pare, Kediri, East Java, 64212. So far, it has only focused on online classes to provide facilities for learners who are eager to learn English to the English Village but are constrained by busyness and work. Therefore, the enactment of work from home.

Performance is a result of work done by employees that has been carried out in accordance with their responsibilities. Performance is the result of a process that refers to and is measured during a given time process based on predetermined terms or agreements (Edison, 2016: 190). According to Griffin in Sinambela (2016: 481), performance is one of the total collections of work that exists in workers. Performance is affected by effectiveness, efficiency, authority and responsibility. Effectiveness is achieved if the goals obtained are in accordance with what has been planned. Efficiency is associated with the effort that has been made to achieve the goal. Authority and responsibility must be possessed by employees in order to support the organization and run well.

The employees of The English Department in doing work from home have been facilitated by the Zoom Pro application which can accommodate 100 participants and the time is also unlimited. Employees must be able to use online media software. Online media software is affected by network data. If employees have the advantage of network data and online media software, employee performance will not be compromised. Employee performance problems when employees face data network disruptions during the rainy season and during power outages or lack of knowledge about online media applications.

Work from home is done by employees who work from home without having to go to the institution where they work. The work from home process system will have an impact on employee

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performance (Utami 2020). According to Darmawan & Atmojo (2020), despite the fact that work from home is no longer considered something worthy of the government, but employees are urged to be responsible for welfare in the public interest, many Indonesian companies continue to offer employees the option to work from home. Employee performance is related to discipline and good employee behavior in working in the organization to obtain appropriate goals.

Research conducted by Nadya Safirasari Setiawan and Achmad Room Fitrianto (2020), stated that work from home has a significant influence on employee performance during the Covid-19 period. Meanwhile, research conducted by Julio Immanuel (2022), states that work from home has no influence in decreasing employee performance. Employee performance is influenced by organizational commitments. The success or failure of the telecommuting system is reflected in the enthusiasm of employees to fulfill their duties and responsibilities even though they are far from the office. Therefore, commitment is very important for the good performance of Bahasa kuinggris employees.

Sianipar & Haryanti (2014) said organizational commitment means the behavior and taste that employees have towards their company, using it fully so that the company's goals are accepted by contributing their best to show the company, and individuals to continue their membership system in the company. Research findings by Ida Respatiningsih and Frans Sudirjo (2015), obtained partial results of organizational commitment there is a positive and significant influence on employee performance. Meanwhile, the research findings by Pingkan Marsoit, Greis Sendow, and Farlane Rumokoy (2017), stated that organizational commitment variables are negatively related and have no influence on employee performance.

Discipline plays an important role in organizational development because it is a motivational tool to work in self-discipline, both individually and in groups. In addition, discipline helps educate employees to comply with established rules, measures and policies so that they can work well. However, there are still delays in filling out work reports in providing evaluations and assessments of students in Bahasa kuinggris which should be completed every period within 2 weeks but there are delays of one to two days so that it has an impact on the employee performance process. The following is a table of delays in filling out student evaluation and assessment work reports:

Table 1. Delay in Filling out the 2022 Student Evaluation and Assessment Work Report

Period	Number of Employees	Late Filling in Reports	Percentage
March	277	27	9,7%
April	277	18	6,4%
May	277	17	6,1%

Research conducted by Novita Wahyu Setyawati, Nur Ade Aryani, and Endah Prawesti Ningrum (2018), obtained that work discipline variables have a positive influence on employee performance. Meanwhile, the research findings by Agung Setiawan (2013), obtained work discipline does not have a simultaneous and partial influence on employee performance.

2. METHOD

Quantitative methods were used by the authors in this study. The first independent variable is Work From Home (X1). The second independent variable is Organizational Commitment (X2). The third independent variable is Work Discipline (X3). The dependent variable in this research is Employee Performance (Y). In this survey, Bahasa kuinggris has a total population of 277 employees. A sample is a part of a population that can be taken based on certain steps, usually the more dominant so that it is able to represent the population. (Siyoto and Sodik, 2015). The slovin formula was used by the authors to sample 74 respondents in this study. With a margin of error of 10%.

$$n = \frac{N}{1+N(e)^2} \quad n = \frac{277}{1+277(0,1)^2} \quad n = \frac{277}{3,77} \quad n = 74$$

Analysis Method

Field research was obtained by distributing questionnaires to respondents, namely Bahasa kuinggris employees. This type of Data collection uses Primary Data and Secondary Data. Data measurement using a Likert scale of 1-5. The author uses SmartPLS 3.0 to help process data. The Data

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Analysis Methods used are: Validity Test, Reliability Test, Structural Equation Model, PLS SEM, PLS Model Evaluation.

3. RESULT AND DISCUSSION

Characteristics of respondents

Data is collected by distributing surveys through Google Forms. The questionnaire was distributed to Bahasakuinnggris employees with a total of 74 respondents.

The results of the respondents' characteristic test based on gender are as follows:

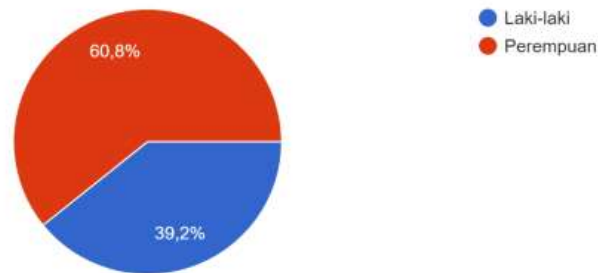


Figure 1. Characteristic Test Based on Gender

Based on the description in the diagram image data above, the most total respondents from the study were female respondents with a total of 60.8% and the lowest were male respondents with a total of 39.2%. The results of the respondents' characteristic test based on age are as follows:

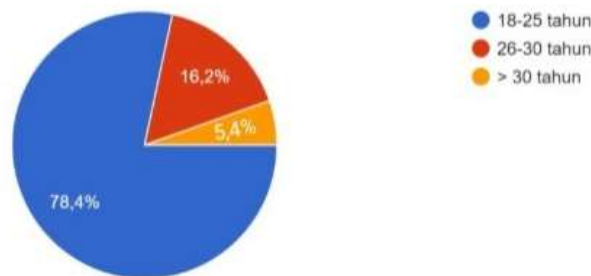


Figure 2. Characteristic Test Based on Age

Based on the description in the diagram image data above, the most respondents were aged 18-25 years with a total of 78.4%, at the age of 26-30 years with a total of 16.2% and the age of >30 years the lowest as much as 5.4%. The results of the respondents' characteristic test based on education are as follows:

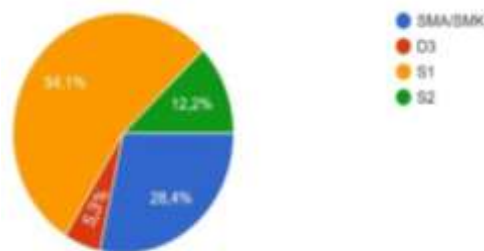


Figure 3. Characteristic Test Based on Education

Based on the description in the diagram picture data above, the most are S1 education with a total of 54.1%, high school / vocational education with a total of 28.4%, S2 education with a total of 12.2% and the lowest education in D3 with a total of 5.3%. The results of the respondent's characteristic test based on the length of service are as follows:

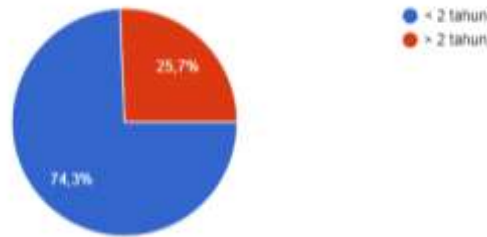


Figure 4. Characteristic Test Based on The Length of Service

Based on the description in the diagram image data above, the most respondents were respondents with a working period of <2 years with a total of 74.3% while the lowest working period was >2 years of service with a total of 25.7%. The results of the respondents' characteristic test based on communication equipment facilities are as follows:

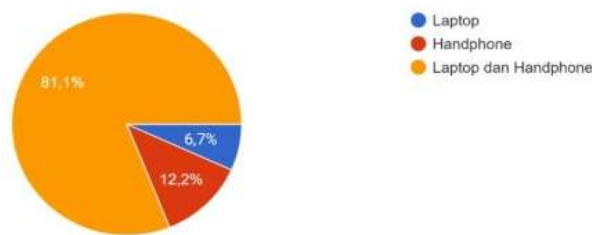


Figure 5. Characteristic Test Based on Communication Equipment Facilities

Based on the description in the diagram image data above, the most respondents used laptop and cellphone communication equipment facilities with a total of 81.1%, mobile phones alone with a total of 12.2% and the lowest laptops with a total of 6.7%.

Analysis Method

In this study, the analysis method used was to use the SmartPLS program version 3.0

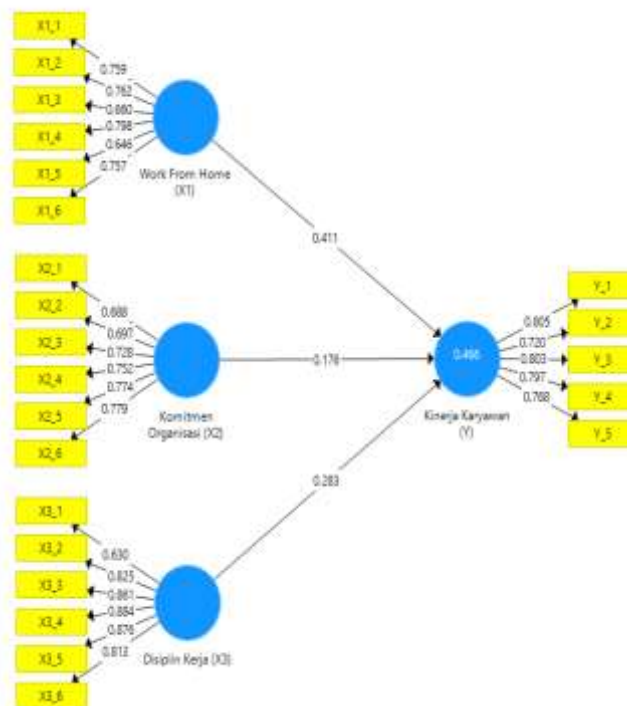


Figure 6. SmartPLS program version 3.0

This test used the outer loading value. According to Imam Ghazali (2015), the loading factor value of >0.7 is declared valid as convergent validity. Here are the outer loading values of each indicator:

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Table 2. Outer Loading Value

Indicators	Work From Home (X1)	Organizational Commitment (X2)	Work Discipline (X3)	Employee Performance (Y)	Information
WFH 1	0,759				Valid
WFH 2	0,762				Valid
WFH 3	0,660				Invalid
WFH 4	0,798				Valid
WFH 5	0,646				Invalid
WFH 6	0,757				Valid
KO 1		0,688			Invalid
KO 2		0,697			Invalid
KO 3		0,728			Valid
KO 4		0,752			Valid
KO 5		0,774			Valid
KO 6		0,779			Valid
DK 1			0,630		Invalid
DK 2			0,825		Valid
DK 3			0,861		Valid
DK 4			0,884		Valid
DK 5			0,876		Valid
DK 6			0,813		Valid
KK 1				0,805	Valid
KK 2				0,720	Valid
KK 3				0,803	Valid
KK 4				0,797	Valid
KK 5				0,768	Valid

Based on the table data above, it can be seen that there are indicators that have a loading factor measurement value of less than 0.7 and are not feasible or invalid for further analysis. Then the elimination of these indicators is carried out and then tested again. Here are the results of the elimination and outer loading value of 2:

Table 3. Outer Loading 2

Indicators	Work From Home (X1)	Organizational Commitment (X2)	Work Discipline (X3)	Employee Performance (Y)	Information
WFH 1	0,773				Valid
WFH 2	0,821				Valid
WFH 4	0,845				Valid
WFH 6	0,813				Valid
KO 3		0,731			Valid
KO 4		0,743			Valid
KO 5		0,803			Valid
KO 6		0,838			Valid
DK 2			0,819		Valid
DK 3			0,866		Valid
DK 4			0,893		Valid
DK 5			0,885		Valid
DK 6			0,814		Valid
KK 1				0,800	Valid
KK 2				0,718	Valid

Indicators	Work From Home (X1)	Organizational Commitment (X2)	Work Discipline (X3)	Employee Performance (Y)	Information
KK 3				0,803	Valid
KK 4				0,798	Valid
KK 5				0,774	Valid

Based on the table data above, the loading factor value is >0.7 and can be used as a further analysis. This test was performed to assess the validity of the discrimination performed by comparing the square roots of the Average Variance Extracted (AVE) for different configurations in the model. This model has discrimination validity fulfilled when the AVE root >0.5

Table 4. Average Variance Extracted (AVE)

Average Variance Extracted (AVE)	
Work From Home (X1)	0,661
Organizational Commitment (X2)	0,609
Work Discipline (X3)	0,733
Employee Performance (Y)	0,608

Based on the test results above, it is stated that the AVE value of each variable >0.5 , it can be continued for the next stage. Cross loading is another way to determine the validity of an identification when the value of each variable is greater than the value of its cross loading.

Table 5. Validity

	Work From Home (X1)	Organizational Commitment (X2)	Work Discipline (X3)	Employee Performance (Y)
WFH 1	0,773	0,415	0,236	0,415
WFH 2	0,821	0,423	0,225	0,490
WFH 4	0,845	0,510	0,204	0,484
WFH 6	0,813	0,480	0,174	0,454
KO 3	0,374	0,731	0,177	0,392
KO 4	0,506	0,743	0,292	0,420
KO 5	0,371	0,803	0,187	0,358
KO 6	0,486	0,838	0,280	0,472
DK 2	0,239	0,226	0,819	0,389
DK 3	0,232	0,242	0,866	0,384
DK 4	0,253	0,292	0,893	0,446
DK 5	0,220	0,329	0,885	0,359
DK 6	0,155	0,219	0,814	0,405
KK 1	0,541	0,448	0,412	0,800
KK 2	0,343	0,288	0,339	0,718
KK 3	0,482	0,371	0,379	0,803
KK 4	0,522	0,536	0,268	0,798
KK 5	0,270	0,395	0,428	0,774

Composite Reliability is used to test the reliability value of each indicator. The data is said to have high reliability when >0.7 . Composite Reliability Test results are as follows:

Table 6. Reliability

	Composite Reliability	Information
Work From Home (X1)	0,886	Realiabel
Organizational Commitment (X2)	0,861	Realiabel
Work Discipline (X3)	0,932	Realiabel
Employee Performance (Y)	0,885	Realiabel

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The reability test can also be strengthened by conbach's alpha test, expressed reliable if the cronbach alpha value is >0.7. The results of the cronbach alpha test are as follows:

Table 7. Cronbach's Alpha

	Cronbach's Alpha
Work From Home (X1)	0,829
Organizational Commitment (X2)	0,785
Work Discipline (X3)	0,908
Employee Performance (Y)	0,839

Based on the test results above, it can be seen that Cronbach's alpha values for X1, X2, X3, and Y are above 0.7 which indicates that the variable has high reliability.

Inner Model Test

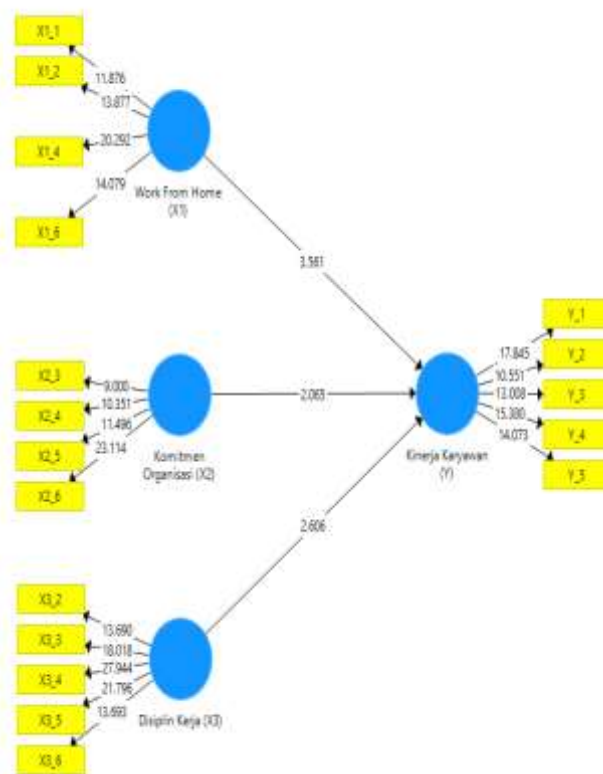


Figure 7. Inner Model Test

R-Square Test Results

Table 8. R-Square Test Results

	R Square	R Square Adjusted
Employee Performance (Y)	0,470	0,447

Based on the above test results give an R-Square value of 0.470. Employee performance variables affect work from home, organizational commitment and work discipline with a total of 47% while the rest are influenced by other factors not presented in this research.

Path Coefficient Test Results

Table 9. Path Coefficient Test Results

Variable	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Work From Home (X1) -> Employee	0,355	0,352	0,091	3,901	0,000

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Variable	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Performance (Y) Organizational Commitment (X2) -> Employee Performance (Y)	0,240	0,246	0,110	2,186	0,029
Performance (Y) Work Discipline (X3) -> Employee Performance (Y)	0,301	0,323	0,118	2,560	0,011

Values for path relationships in structural models should be evaluated in terms of strength and significance of relationships. The significance of the relationship can be determined by using the Bootstrapping test. It is said that the hypothesis is accepted if the significance (P Values) <0.05 and the T-statistics are 1.96 at a significant value of 5%, then significant results can be obtained. Based on the table above, it can be concluded as follows:

1. Work From Home on Employee Performance, T table: 3,901 >1.96 and P Value 0.000 < 0.005, There is an influence between Work From Home (X1) on Employee Performance (Y), the first hypothesis is accepted. H1: Work From Home (X1) has a positive and significant influence on the Employee Performance variable (Y). The work environment, stress disorders, time and separating home and office work on work from home indicators have an influence on the performance of Bahasa kuinggris employees. This research is in line with previous research, namely Nadya Safirasari Setiawan and Achmad Room Fitrianto (2021), Ibriati Kartika Alimuddin (2021), Leni Mardianah, Syamsul Hidayat and Hamidah (2020) who said there was a significant influence between work from home on employee performance.
2. Organizational Commitment to Employee Performance, T table: 2,186 > 1.96 and P Value 0.029 <0.005, There is an influence between Organizational Commitment (X2) on Employee Performance (Y), the second hypothesis is accepted. H2: Organizational Commitment (X2) has a positive and significant influence on the Employee Performance variable (Y). Willingness and loyalty to organizational commitment indicators have an influence on the performance of Bahasa kuinggris employees. This research is in line with previous research, namely Ida Respatiningsih and Frans Sudirjo (2015), Slamet Bambang Riono, Muhammad Syaifulloh and Suci Nur Utami (2020), I Gede Putu Kawiana, Luh Komang Candra Dewi, Luh Kadek Budi Martini, and Ida Bagus Raka Suardana (2018) which stated that organizational commitment has a significant effect on employee performance.
2. Work Discipline towards Employee Performance, T table : 2,560 >1.96 and P Value 0.011 <0.005, There is an influence between Work Discipline (X3) on Employee Performance (Y), the third hypothesis is accepted. H3: Work Discipline (X3) has a positive and significant influence on the Employee Performance variable (Y). Attitudes, norms and responsibilities on indicators of work discipline have an influence on the performance of Bahasa kuinggris employees. This research is in line with previous research, namely Novita Wahyu Setyawati, Nur Ade Aryani, and Endah Prawesti Ningrum (2018), Patricia M. Sahanggamu and Silvya L. Mandey (2014), Abdul Razak, Sarpan Sarpan, Ramlan Ramlan (2018) who stated that work discipline has a significant effect on employee performance.

4. CONCLUSION

Based on the output of processing testing and data analysis that has been carried out regarding the Effect of Work From Home, Organizational Commitment and Work Discipline on the Performance of Bahasaku inggris Employees during the Covid-19 Pandemic. Testing the hypothesis of this study using SmartPLS 3.0 software. The conclusions and suggestions will be explained as follows: Work from home has a positive and significant influence on the performance of Bahasa kuinggris employees. So it can be concluded that the better work from home work model implemented by Bahasaku inggris will affect employee performance. Organizational commitment has a positive and significant influence on the performance of Bahasa kuinggris employees. So that it can be concluded that the better organizational

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commitment set by Bahasaku inggris will affect employee performance. Disciplining has a positive and significant influence on the performance of Bahasa kuinggris employees. So that it can be concluded that the better work discipline set by Bahasaku inggris will affect employee performance.

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