




The Effect of Working From Home on The Productivity of Female Lecturers During Covid-19 Pandemic at Private Universities In Indonesia

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ABSTRACT

The research aims to knowing how the effect of work from home (WFH) on the performance of female lecturers during the Covid-19 pandemic at private universities in Pekanbaru City, Indonesia. The sample in this study were all female lecturers at the Higher School of Economics in Pekanbaru City, totaling 53 respondents, the sample technique used was accidental sampling technique. The data analysis technique used was Simple Linear Regression with the help of SPSS version 23 program. The results of this study are based on the results of a partial test (T test) obtained that work from home has a significant effect on the productivity of female lecturers at private universities in the city of Pekanbaru. The magnitude of the effect of work from home on the productivity of female lecturers is 26.9% while the remaining 63.1% is influenced by other variables outside of the study.

Keywords: Work From Home (WFH), Lecturer Productivity, Pandemic, COVID-19.

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INTRODUCTION

WHO (Word Health Organization or World Health Organization) announced COVID-19 as a pandemic on March 9, 2020, where the corona virus has spread widely in the world. A pandemic is a condition that shows the spread of a new disease that extends to several countries, causing many deaths and disrupting social and economic life. During this COVID-19 pandemic, almost everyone is affected. Apart from economic factors, education factors are also affected by COVID-19 (Herman 2021). The Minister of Education asked teaching staff including lecturers to teach from home or Work From Home (WFH) related to the COVID-19 problem, with the aim of breaking the chain of COVID-19 spread while preventing the spread of transmission. This is done in accordance with the Circular Letter of the Minister of Administrative Reform and Bureaucratic Reform (Menpanrb) Number 19 of 2020 concerning Adjustment of the Work System of State Civil Apparatus in Efforts to Prevent the Spread of Covid-19 in Government Agencies. This regulation stipulates that ASN or State Civil

Apparatus residing within government agencies are able to carry out official duties by working at home or in their respective residences. The State Civil Apparatus (ASN) includes lecturers with various levels of office,(Lussianda, Anggraini, and Febrina 2021).

The existence of the policy of working from home creates new problems for lecturers, including for female lecturers who have multiple roles, besides being a lecturer, on the other hand also as housewives who have important roles and responsibilities at home.(Iskamto 2021). The work from home policy should not be an obstacle for female lecturers to continue carrying out their duties. As explained in the Law of the Republic of Indonesia Number 14 of 2005 concerning Teachers and Lecturers in Article 60, namely in carrying out their professional duties, lecturers are obliged to carry out education, research, and community service. This task or known as the tri dharma of higher education is still carried out when working from home. The phenomenon in the field is that some female lecturers feel uncomfortable and disturbed when doing work from home so they do not concentrate on completing work. As in the process of teaching and learning activities such as inadequate networks, limited time,(Iskamto 2020).

Based on the results of research conducted by Rayees Farooq (2021) the productivity of male employees and female employees with the implementation of working at home is different. also found that the productivity of female employees was higher than that of male employees. Working from home is very beneficial for female employees because it can make it easier to complete household and family work and WHF has a negative impact on employee productivity. Barbara Larson (2020) explained that WFH's new challenges include that workers will find it difficult to communicate and share information when employees do not meet in person, a shift that can create a sense of alienation for some people due to the lack of equal distribution of facilities among employees or groups, this will also hamper if the new project is done in groups. Boston College (2012) conducted a study on the impact of working at home from an employee perspective. He revealed that a workplace that was moved to a home environment could potentially exacerbate conflicts with other family members, resulting in reduced motivation to complete work or reduced work motivation. Agus Purwanto 2020, conducted research on the negative impact of WFH on teachers. The results of the study show that teachers who run WFH experience high stress. This is caused by an increased workload, lack of entertainment, and being too forced to work so that they can lose work motivation Boston College (2012) conducted a study on the impact of working at home from an employee perspective. He revealed that a workplace that was moved to a home environment could potentially exacerbate conflicts with other family members, resulting in reduced motivation to complete work or reduced work motivation. Agus Purwanto 2020, conducted research on the negative impact of WFH on teachers. The results of the study show that teachers who run WFH experience high stress. This is caused by an increased workload, lack of entertainment, and being too forced to work so that they can lose work motivation Boston College (2012) conducted a study on the impact of working at home from an employee perspective. He revealed that a workplace that was moved to a home environment could potentially exacerbate conflicts with other family members, resulting in reduced motivation to complete work or reduced work motivation. Agus Purwanto 2020, conducted research on the negative impact of WFH on teachers. The results of the study show that teachers who run WFH experience high stress. This is caused by an increased workload, lack of entertainment, and being too forced to work so that they can lose work motivation He revealed that a workplace that was moved to a home environment could potentially exacerbate conflicts with other family members, resulting in reduced motivation to complete work or reduced work motivation. Agus Purwanto 2020, conducted research

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While the results of research conducted by Timbal and Mustabsat (2016), companies that support work from home claim that this last opportunity results in greater productivity. This is also supported by research conducted by Amador (2016) which states that work from home, namely work location enjoyment or working at a comfortable home has a positive relationship to productivity compared to working in place. In addition, research conducted by Noonan & Glass also mentions that work from home as telecommuting can increase work productivity. Simarmata (2020) also found that working from home had a positive and significant effect on the productivity of Ambon State Polytechnic lecturers. The novelty in this study is the condition of the subject working outside the daily routine at his job. The research subjects are female lecturers at private universities in Pekanbaru, where they carry out the Tridharma of higher education and report the results directly from home, but on the other hand, female lecturers also work as housewives who have great roles and responsibilities at home. The activities carried out during work from home certainly have their own challenges for female lecturers. Based on the description of the problems above, the authors are interested in conducting a research entitled *The Effect of Work From Home on the Productivity of Female Lecturers During the Covid-19 Pandemic In Private Universities in Pekanbaru City*.

LITERATURE REVIEW

Work From Home

The existence of a company policy in assigning duties and responsibilities to employees by "forbidding" employees to work in the office and gather in the room, causes employees to have to work at home, this is called work from home (WFH) or work from home (Mustajab, et al. , 2020). Meanwhile, according to Nenonem (2015) working remotely is working flexibly, which means working hours that adjust to existing conditions.

Ridwan Saleh (2020) explained that the types of work that can run WFH are types of work which are generally in the administration, office or office section, marketing, research and development and students who carry out online activities. Working from home can provide company benefits but this is inversely proportional to the busyness of the workers who are increasing due to the tasks that keep coming and having to take care of the busyness of the house. (Crosbie & Moore, 2004). A similar opinion was also conveyed by the Henley Center (2002) explaining that working from home can increase special interest in new things in work, but can also reduce the level of efficiency in the initial task being done.

Mostly Positive	Mostly Negative
<ul style="list-style-type: none">- Less commuting- More control over time- More autonomy- Less office-related distractions- More comfortable environment- More flexibility with domestic tasks	<ul style="list-style-type: none">- Isolation from colleagues- Less defined work-life boundaries- Higher need for self-discipline- Reliance on private infrastructure- Communication difficulties with colleagues

Source : Balazs.et.all (2021)

The indicators of work from home according to Timbal and Mustabsat in Simarmata (2021) include:

- Flexible work environment. A work environment that gives employees the opportunity to have their own way in terms of how, when and where employees engage in tasks related to their work.
- Stress disorder. Stress disorders can be caused by stimuli that turn out to be severe and prolonged so that a person is difficult to deal with and usually arises because of life problems and daily disturbances.
- Closeness to family. The role of the family is important for a person to support all his activities and activities.
- Travel time. Travel time is the time it takes to cover a certain distance.
- Health and work balance. Maintaining health and work balance for an individual is something that is important and must be considered to obtain maximum work results.
- High creativity and productivity. Creativity is needed to always provide ideas in problem solving.
- Separating home and office work and self-pressure

Lecturer Productivity

Lecturers are one part of the personnel element in the organization of higher education institutions. As written in the RI Law Number 14 of 2005 concerning Teachers and Lecturers, especially in Article 1 Paragraph 2 that lecturers are professional educators and scientists with the main task of transforming, developing, and disseminating science, technology, and art through education, research and community service (Republic of Indonesia, 2005).

Siagian in Komaruddin (1989) says that productivity is the ability to obtain the maximum benefit from the available facilities and infrastructure by producing the maximum possible output. Victor Vroomm suggests that: "Performance = f (ability x motivation)" (Mulyasa, 2007: 136). A person's productivity is a multiplication function between ability and motivation. While Lacham and Wexley in Sutrisno and Mulyani (2012) stated: "...performance appraisal is crucial to the effectiveness management of human resources is a critical variable effecting are organization's productivity." This opinion explains that individual work productivity can be assessed from what

individuals do, namely how someone carries out work and job performance in achieving targeted results.

The productivity of lecturers is basically inseparable from productivity in general, where productivity is related to the comparison of output and input. Lecturer productivity is the result of work achieved by lecturers in carrying out professional duties. through mental attitude (attitude of mind) that has the spirit to always change, make improvements. And in general, lecturer productivity contains a comparison between the results achieved and the overall resources used (Fikr, 2019). The indicators used to measure lecturer productivity according to Sutrisno in Simarmata (2021) include:

- a. Ability. The ability of an employee is seen from the skills he has and the level of professionalism at work.
- b. Increase the results achieved. Employees are expected to make improvements to the results achieved, where results are what has been obtained from hard work in a job.
- c. Spirit at work. Morale means the effort to be better than before which means there is a comparison between today and before.
- d. Self-development. By looking at the hopes and challenges that will be faced, self-development can be carried out.
- e. Quality. The quality of employee work can be said to be quality. The purpose of quality improvement is to provide the best results for yourself and the organization.
- f. Efficiency. Efficiency can be seen by comparing the results obtained with the resources used as a whole.

Conceptual framework

The flow of the data analysis is as in the following picture;

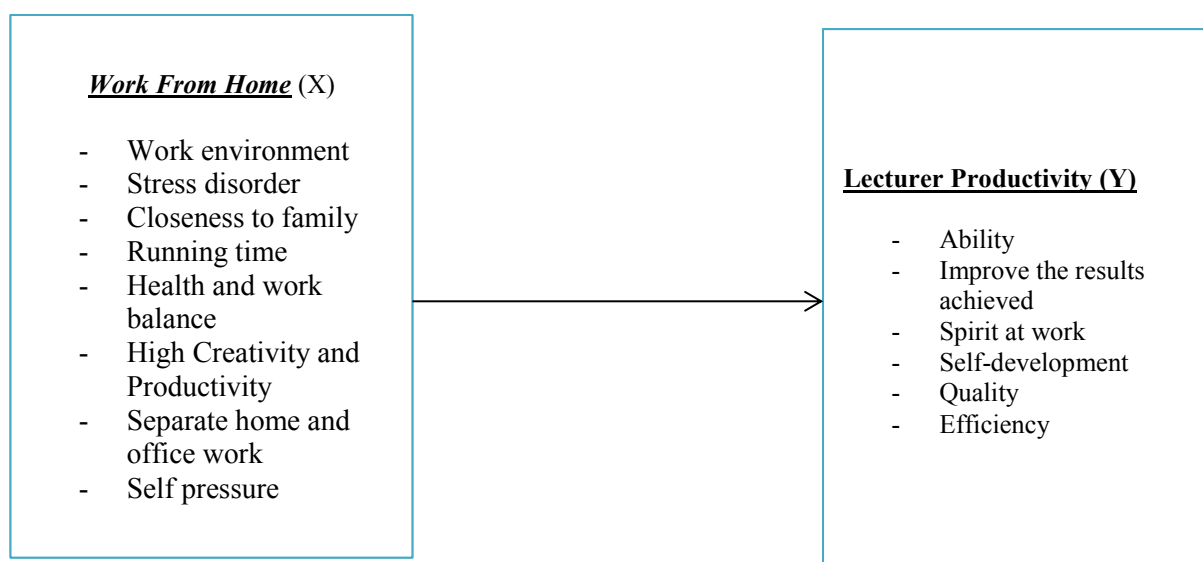


Figure 1: Conceptual Framework

Hypothesis

The hypothesis in this study is that it is suspected that work from home has a positive and significant effect on the productivity of female lecturers.

RESEARCH METHODS

This research was conducted on at a private university in the city of Pekanbaru. The data used is primary data which was carried out in September 2021. The population in this study were all female lecturers at the Higher School of Economics in the city of Pekanbaru, totaling 109 people. With a total sample of 53 people. The number of sample sizes is carried out by the slovin formula. The sample technique used is the Accidental Sampling Technique, which is a sampling technique based on chance, that is, any female lecturer who coincidentally meets with the researcher can be used as a sample, if it is deemed that the person who happened to be met is suitable as a data source (Sugiyono 2016). The data analysis used instrument test data through validity and reliability testing, normality test, simple linear regression test and hypothesis testing through T test and determination test with the help of SPSS (Statistical Package of Social Science) version 23.

RESULTS AND DISCUSSION

The initial step of this research was to distribute online questionnaires via google form to female lecturers at private tertiary institutions in the city of Pekanbaru as many as 53 questionnaires were distributed and all returned, so that the return rate for this research questionnaire was 100%. The results of descriptive analysis of respondent characteristics, variable characteristics, and regression analysis are obtained which are described as follows:

1. Characteristics of Respondents

Table 1. Results of the Analysis of Respondents Characteristics

Characteristics	Note:	n	(%)
Age	> 30 yrs	3	5.66
	31 – 40 yrs	20	37.73
	41 – 50 yrs	28	52.83
	> 50 yrs	2	3.78
Last education	S2	52	98.11
	S3	1	1.89
Length of work	< 5 yrs	6	11.32
	6 – 10 yrs	38	71.70
	11 – 15 yrs	7	13.21
	>15 yrs	2	3.78

Based on the table 1 above, most of the respondents have an age range between 41-50 years which is equal to 52.83%. The dominant level of education in the respondents is Postgraduate (S2) as many as 52 people (98.11%), and the length of work is dominated by 6 -10 years (71.70%) meaning that the respondent already has experience, ability and knowledge that is qualified in completing his work .

Instrument Test

The following are the results of the validity and reliability tests of each work from home (X) and lecturer productivity (Y) variable, as follows:

Table 2. Validity and Reliability Test Results

Variable	Correlation Value	Note:
Validity test		
WFH	r-count>r-table (0.270)	Valid
PD	r-count>r-table (0.270)	Valid
Reliability Test		
Cronbach Alfa		
WFH	0.874 > 0.60	Reliable
PD	0.832 > 0.60	Reliable

Based on table 2 it can be seen, in the validity test where all statements on the work from home and lecturer productivity variables are declared valid, this is proven where $r\text{-count} > r\text{ table}$. In the reliability test, it was concluded that all variables were declared reliable where each variable included; work from home and lecturer productivity have a cronbach alpha value greater than 0.06.

Normality test

The following are the results of the normality test analysis carried out with the Kolmogorov-Smirnov test, the results are as follows:

Table 3. Kolmogorov-Smirnov Test

		Unstandardized Residual
N		53
Normal	mean	.0000000
Parameters, b	Std. Deviation	3.09297148
Most Extreme Differences	Absolute	.159
	Positive	.159
	negative	-.125
Test Statistics		.159
asympt. Sig. (2-tailed)		.200c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Based on the table3 above, it can be seen that the significance value of Asymp.sig (2-tailed) is $0.200 > 0.05$. So it can be concluded that the data is normally distributed, meaning that the requirements for normality in the regression model have been met.

Simple Linear Regression Analysis.

The following are the results of a simple linear regression analysis which are summarized in table 4 below:

Table 4. Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	29,737	2,538		11,716	.000
Work From Home	.304	.070	.519	4.336	.000

From the table 4 above, the simple linear regression equation in this study is as follows $Y = 29,737 + 0.304X$. This model shows the meaning that the constant value is 29,737, which means that if the work from home value is 0, the lecturer productivity value is 29,737. The regression coefficient of work from home is 0.304, which means that if work from home increases by 1 unit, the productivity of lecturers will increase by 0.304.

Hypothesis test

Decision making in this study uses a significant probability based on the negligible value of 5%, if the significant probability is < 0.05 then H_0 is rejected and H_a is accepted. And vice versa, if the probability is significant > 0.05 then H_0 is accepted and H_a is rejected. If H_a is accepted, then the independent variable has an effect on the dependent variable, while H_0 is rejected, then there is no effect of the independent variable on the dependent variable.

Based on the results of the partial test (T test) in the table above, a significance value of $0.00 < 0.05$ was obtained, then H_0 was rejected and H_a was accepted, meaning that work from home had a significant effect on the productivity of female lecturers at private universities in the city of Pekanbaru.

Table 5. Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.519 ^a	.269	.255	3.123

a. Predictors: (Constant), Work From Home

b. Dependent Variable: Productivity

Based on Table 5 the results of the coefficient of determination test, an R-square value of 0.269 informs that the effect of work from home on lecturer productivity is 26.9% and the remaining 63.1% is influenced by other factors outside this simple linear regression model.

Work from home (WFH) is an activity for employees to work from home based on campus policies, in this case private universities in the city of Pekanbaru to ensure the health security of lecturers from the Covid-19 pandemic outbreak and comply with government regulations related to the policy of working from home. Meanwhile, lecturer productivity is the result of work achieved by



lecturers in carrying out professional duties. through mental attitude (attitude of mind) that has the spirit to always change, make improvements.

By profession as a lecturer and also a housewife, the existence of the WFH policy is a challenge for female lecturers at a private university in Pekanbaru, Based on the results of the study, most respondents feel comfortable and more flexible working from home because homework can be done well and even more creative and productive when working from home. Although a small number feel uncomfortable and disturbed so they lack concentration working from home

Based on the results of hypothesis testing in this study, it was obtained that work from home has a significant effect on the productivity of female lecturers at private universities in the city of Pekanbaru while the magnitude of the effect of work from home on the productivity of female lecturers is 26.9% and the remaining 63.1% is influenced by other variables. The results of this study are in accordance with the results of research conducted by Simarmata (2021) that work from home (WFH) has a positive and significant effect on lecturer productivity. And also the results of research conducted by Amador (2016) which states, work location enjoyment or comfortable home workers have a positive relationship to productivity compared to working in place.

CONCLUSIONS

The conclusion from the results of this study is that work from home has a significant effect on the productivity of female lecturers at private universities in Pekanbaru City. The large effect of work from on the productivity of female lecturers is 26.9% and the remaining 63.1% is influenced by other variables not examined in this study. Based on the results of the study, the researchers' suggestions in this study are 1) work from home in addition to having a positive impact it also has a negative impact on the productivity of female lecturers at private universities in Pekanbaru city, one of which is a lack of concentration at work. double, as a professional lecturer and on the other hand also required to be a housewife who is responsible for homework. For this reason, it is expected that female lecturers are better prepared, make careful planning before doing office work and notify family members so as not to interfere when completing office work with the aim of maintaining productivity while working at home.

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