

The Increasing of Women Employees Performance on Work From Home and Work Life Balance in COVID 19 Pandemic Era

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Abstract: In the case of the Covid-19 Pandemic, many companies have ended their employment relationship with their employees, some have been laid off, have reduced their salaries, etc. The impact of the Covid-19 Pandemic also occurred at PT. Perkebunan Nusantara VII where companies have implemented a different work system occurs when the government has to implement a work from home system. This also causes female employees to sometimes have to do overtime on certain days to complete their work targets. This study aims to determine the increase in the performance of female employees as seen from the work from home and work life balance on the performance of female employees of PT. Perkebunan Nusantara VII. The number of samples used was forty-five respondents using associative research methods that look for the effect of cause and effect between the independent variables, namely work from home (X) and the moderating variable, namely work life balance (Z) to the dependent variable, namely the performance of female employees (Y). The data analysis method used in this research is path analysis. The results showed that work from home had a significant effect on the performance of female employees of PT. Perkebunan Nusantara VII and work life balance moderate the effect of work from home on the performance of female employees and significantly. In other words, as long as work life balance has a positive effect on the performance of female employees, a work life balance factor is needed to encourage the relationship between the two, because work life balance in this case actually strengthens the effect of work from home on the performance of female employees of PT. Perkebunan Nusantara VII.

Keywords: *Work from Home, Work Life Balance, Kinerja Karyawan Wanita, Pandemi Covid-19 and PT. Perkebunan Nusantara VII.*

1. INTRODUCTION

Companies are very selective of their resources because companies want all of their employees to perform well. Performance is about managing an organization or it can be seen as the process or result of the work done. Performance management provides benefits not only for the organization, among others, in adjusting organizational goals with the aim of improving performance, motivating employees, increasing commitment, improving the training and development process, increasing commitment, improving the training process and continuous development, struggling. for better career planning, and support for organizational change.

PT Perkebunan Nusantara VII is located on Jl. Teuku Umar No.300, Bandar Lampung, Lampung. This company is one of the Indonesian State-Owned Enterprises which is engaged in the plantation sector, especially in oil palm, rubber, sugar cane and tea, with operational areas in Lampung, Palembang and Bengkulu. Currently, the company has 26 plantation units from three operating areas, which are grouped according to their respective commodities. Meanwhile, there are 9 sections of the board of directors with around 250 employees (Fauzi, 2019).

Employee performance can be seen directly, namely the board of directors of PT Perkebunan Nusantara VII. This company has adequate human resources. When viewed from the perspective of employees' daily work processes, each employee demonstrates his ability to complete work in accordance with what must be achieved, and the work instructions given. This can be seen from the aspects of sustainable cooperation, quality orientation, paying attention to customers, and respecting individuals. Supporting facilities, competencies, opportunities, standards and feedback also support the performance of employees in this company. So that the performance of employees at this company can be said to be good.

The cases of the corona virus or Covid-19 in Indonesia have reached more than 6,000. Many companies have finally cut their work relations with their employees due to the corona virus pandemic. There are those who are affected by layoffs (PHK), are laid off, their wages are deducted, and the like. The latest national data until Thursday, April 16 2020, there were 229,789 workers affected by corona in the formal sector who were laid off. Meanwhile, 1,270,367 people were sent home. So that the total affected workers in the formal sector are 1,500,156 people in 83,546 companies. Apart from that, the informal sector is also affected. A total of 443,760 people from 30,794 companies were laid off (Source: Kompas.com, accessed February 15, 2021).

This also affects the employees of PT Perkebunan Nusantara VII where the company has implemented a different work system occurs when the government has to implement the work from home system. Of course there are differences in work patterns that are usually carried out in office spaces, now employees must experience working at home. This is of course a new thing for employees, so it needs to be adjusted first, due to differences in location and distance. Obviously to coordinate matters over a long distance due to differences in workplaces between employees. However, regardless of the work system, employees must be able to provide job progress wherever they work (Fauzi, 2019).

The office of the Board of Directors of PT Perkebunan Nusantara VII carries out work from home for four weeks starting from September 28 to October 23, 2020. Work from home done at the office of the board of directors is not complete during that period the employees are at home. There are approximately 50% of the total people in each division who are still in office, and will take turns in the following week. In carrying out this work from home, employees of PT Perkebunan Nusantara VII continue to coordinate among colleagues who work from home to track the progress of the work to be completed. But in reality there are still some jobs that cannot be done at home, so employees still come to the office to do their work as usual in the office. This needs to be studied further whether it will have a good impact or not.

Work life balance is a broad concept involving work priorities (career and ambition) and life (happiness, leisure, family, numbness and spiritual progress) Nurdin and Heni (2020). Having obligations as employees requires us to always focus on the work we have to achieve company goals. Even though besides that, besides being an employee, you also have to act as someone who has obligations at home, especially those who have a family or other personal life. For example, when female employees have to complete a target in a few days and the impact has to be overtime in a few days and leave personal activities at home or activities in terms of pleasure. This applies to employees of the office of the board of directors of PT Perkebunan Nusantara VII who in addition to prioritizing work must also think about their personal lives that need attention as well. Therefore, we are required to be professional between work and personal life, so that as permanent employees we can run both (Nafiudin, 2017).

Based on this phenomenon, there will be an imbalance between personal, family and work life or what is called "Work Life Balance" if one of the two is dominant there will be an imbalance. This imbalance makes the obligations that must be carried out simultaneously do not go well.

2. LITERATURE REVIEW

1. *Work from Home*

According to Utami (2020) WFH or Work From Home is a concept where employees can carry out their work from home so that they can provide flexible working hours for employees and also help employees to balance their work life while completing their work as employees. Septina (2020) working from home, which is commonly abbreviated as WFH, can generally be interpreted as a way of working for employees who are not in the office, at home, in a restaurant or cafe, or wherever they wish. Employees in order to get high flexibility, which is useful for supporting the balance between work and life of employees.

2. *Work Life Balance*

According to (Nurendra & Saraswati, 2016) work-life balance is the extent to which employees are involved in balancing their roles in the world of work with non-work life. According to (Rahmawati, 2016), work life balance is a balanced proportion between time, emotions and attitudes towards the demands of work (organization) and one's life outside of work, such as family life, social life, spiritual life, hobbies, health, recreation and development. Self-thought.

3. *Performance*

Performance comes from the word performance. Meanwhile, performance itself is defined as the result of work or work performance. Performance is the implementation of the plans that have been prepared. The implementation of performance is carried out by human resources who have the ability, competence, motivation and interests "(Wibowo, 2017) and Mang kunegara (2013) state that what is meant by performance is the quality of work achieved by an employee in the ability to carry out tasks according to with the responsibilities given to him by superiors. Meanwhile, Matnis and Jackson (2016) state that performance is basically what employees do or don't do.

3. RESEARCH METHOD

The type of data used in this research is primary data. The sampling technique used is Accidental Sampling, which is sampling based on accidental sampling techniques but still according to research objectives and not random (Sugiyono, 2018). The sample in this study were female employees of PT. Perkebunan Nusantara VII, totaling 45 female employees. The associative research method is a study that looks for causal effects (Sugiyono, 2018). In this study, the independent variable is work from home (X) and the moderating variable is work life balance (Z) on the dependent variable, namely the performance of female employees (Y). The method used in this research is the SmartPLS Ver.3 method.

4. RESULTS AND DISCUSSION

This research uses Smart PLS Ver.3 analysis. The theoretical model described in the previous path diagram will be analyzed based on the data that has been obtained. The structural model in this study is shown in the following figure:

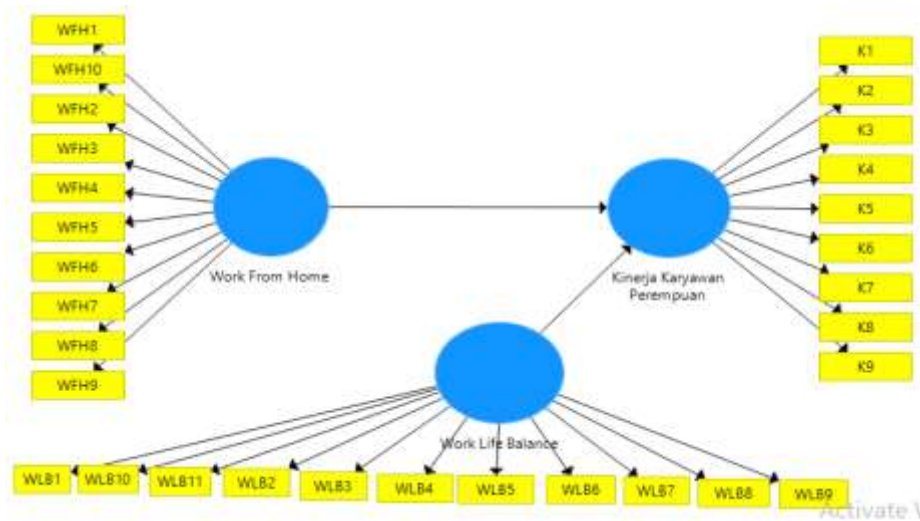


Figure 4.1 Model Structural

Figure 4.1 shows that 10 indicators measure the work from home construct, 11 indicators measure the work life balance variable, the female employee performance variable is measured by 9 indicators. The direction of the arrow between the indicator and the latent construct is towards the indicator which shows that the study uses a relatively suitable reflective indicator to measure perceptions. The relationship to be studied (hypothesis) is denoted by arrows between the constructs.

4.1 Measurement Model Testing (Outer Model)

4.1.1 Validity Test

Convergent validity test in PLS using the estimation results of outer loading > 0.5, communalities > 0.5 and average variance extractor (AVE) > 0.5. Based on the results of data processing, the SmartsPLS Output obtained the following results:

Table 4.1 Result for Outer Loading

	Work From Home	Work Life Balance	Kinerja Karyawan Wanita
WFH1	0,665		
WFH2	0,924		
WFH3	0,672		
WFH4	0,681		
WFH5	0,756		
WFH6	0,585		
WFH8	0,676		
WLB11		0,720	
WLB2		0,838	
WLB3		0,779	
WLB6		0,822	
WLB7		0,620	
WLB9		0,757	
K1			0,538
K2			0,645
K3			0,736
K4			0,577
K5			0,560
K6			0,566
K7			0,524
K8			0,580
K9			0,585

Source: Primary Data Processed,

Based on table 4.1 the results of the variable validity test by displaying all the statement items concerned about work from home. The results obtained are all loading factor values above the recommended value, which is > 0.5 . Thus, all statement items regarding work from home are declared valid.

The results of the variable validity test by displaying all the statement items concerned with the work life balance. The results obtained are all loading factor values above the recommended value, which is > 0.5 . Thus, all statement items regarding work life balance are declared valid.

The results of the variable validity test by displaying all the statement items concerned with the performance of female employees. The results obtained are all loading factor values above the recommended value, which is > 0.5 . Thus all statement items regarding the performance of female employees are declared valid.

The following is a diagram of the loading factor for each indicator in the research model:

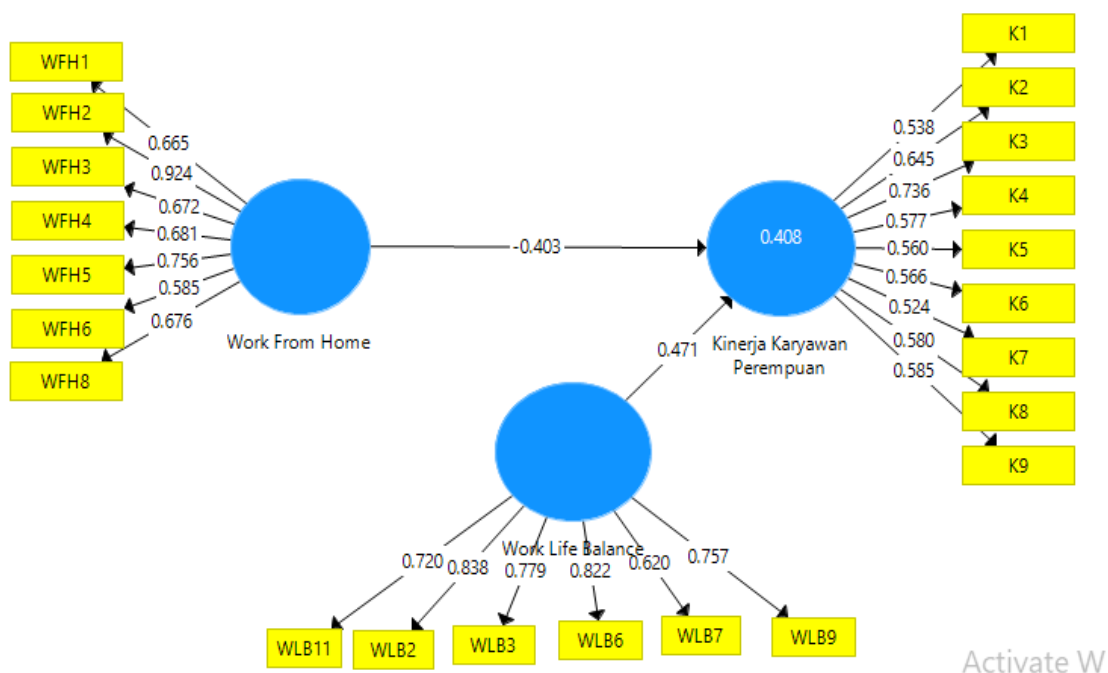


Figure 4.2 loading factor Score
Source: Primary Data Processed, 2020

4.1.2 Construct Reliability Test

The reliability test in PLS uses two methods, namely Cronbach's alpha and Composite Reliability. Cronbach's alpha measures the lower limit of the reliability value of a construct while Composite Reliability measures the real value of the reliability of a construct. Rule of thumb alpha values must be greater than 0.5. Based on the results of processing data using smart PLS, the following outputs are obtained:

Table 4.2 *Cronbachs Alpha*

	<i>Cronbachs Alpha</i>
<i>Work From Home</i>	0,845
<i>Work Life Balance</i>	0,856
Kinerja Karyawan Wanita	0,769

Source: Primary Data Processed, 2020

Table 4.2 above shows that the composite reliability value for all constructs is above 0.5 which indicates that all the constructs in the estimated model meet the criteria for discriminant validity. The composite reliability value of Cronbach's alpha is 0.845 for the work from home variable with a high level of reliability. Value 0.856 for work life balance variable with high reliable level and value 0.769 for female employee performance variable with high reliable level. The highest composite reliability value for Cronbach's alpha is 0.856 for the work life balance variable and the lowest composite reliability value for Cronbach's alpha is 0.769 for the female employee performance variable.

4.1.3. Structural Model Testing(*Inner Model*)

After the estimated model meets the criteria for the Outer Model, the next step is to test the structural model (Inner model): The structural model in PLS is evaluated using R² for the dependent construct. Here is the R-Square value in the construct

Table 4.3 R Square

R Square	R Square
0,470	0,459

Source: Primary Data Processed, 2020

Table 4.3 shows that the correlation coefficient (R) of 0.470 means that the level of relationship between work from home (X), work life balance (M) on the performance of female employees (Y) is quite strong. The determinant coefficient R² (R Square) of 0.459 means that the ability of the work from home (X) and work life balance (M) variables to explain the performance variables of female employees (Y) is 0.459 or 45.9% while the remaining 54.1% is affected. by other factors / variables outside of this study.

4.1 Hypothesis Testing

After all the assumptions can be met, then the hypothesis testing will be carried out as proposed in the previous chapter. Based on the t-statistics value of a causal relationship from the processing results, namely as follows.

Table 4.4 *Path Coefficients (Mean, STDEV, T-Values)*

	Original Sampel	Sample Mean	STDEV	T Statistik	P Value
<i>Work From Home</i> -> Kinerja Karyawan Wanita	-0,403	-0,425	0,155	2,592	0,011
<i>Work Life Balance</i> -> Kinerja Karyawan Wanita	0,471	0,497	0,089	5,308	0,000

Source: Primary Data Processed, 2020

Based on table 4.4, the calculation for work from home (X) obtained a sig value of 0.011 <math><alpha (0.05)</math>, thus H_0 is rejected and H_a is accepted, which means that work from home has a significant effect on the performance of female employees of PT. Perkebunan Nusantara VII. This shows that for every company, working from home in the era of the Covid-19 pandemic is something that is desired in every company because of course there are differences in work patterns that are usually done in an office space, now you have to feel working at home (Karim, 2020). This is of course a new thing for employees, so it needs to be adjusted first, due to differences in location and distance. Obviously to coordinate matters over a long distance due to differences in workplaces between employees. However, regardless of the work system, employees must still be able to provide job progress wherever they work. If work from home is higher, then the possibility of female employee performance will be low, so that work from home has an effect on the performance of female employees of PT. Perkebunan Nusantara VII. The results of this study support the results of research conducted by Djody and Putra (2020) which explain that working from home or work from home affects the effectiveness of employee performance.

Based on table 4.4, the calculation on work life balance (M) obtained a sig value of 0.000 <math><alpha (0.05)</math>, thus H_0 is rejected and H_a is accepted, which means that work life balance moderates the effect of work from home on the performance of female employees and is significant. In other words, as long as work life balance has a positive effect on the performance of female employees, a work life balance factor is needed to encourage the relationship between the two, because work life balance in this case actually strengthens the effect of work from home on the performance of female employees of PT. Perkebunan Nusantara VII. Work Life Balance is an effective management of work and activities because besides that it is also important as a family, community activities, volunteer work, self-development, tourism and recreation (Djody and Putra).

Having obligations as employees requires us to always focus on the work we have to achieve company goals. Even though besides that, besides being an employee, you also have to act as someone who has obligations at home, especially those who have a family or other personal life (Karim, 2020). For example, when employees have to complete a target in a few days and the impact has to be overtime in a few days and leave personal activities at home or activities in terms of pleasure. This applies to employees of the office of the board of directors of PT Perkebunan Nusantara VII who in addition to prioritizing work must also think about their personal lives that need attention as well. Therefore, we are required to be professional between work and personal life, so that as permanent employees we can run both. The results of this study support research conducted by Djody and Putra (2020) and Karim (2020) which state that working from home or work from home and work life balance affects employee performance.

So based on the results of testing this hypothesis, it can answer research problems where the work from home (X) variable can affect employee performance. This is because the value of the work from home (X) variable is -0.403, which means that if the company PT Perkebunan Nusantara VII continues to improve the work from home system, the employee's performance will decrease. Likewise, if the company PT Perkebunan Nusantara VII reduces the work from home system, the employee's performance will increase. This also applies to work life balance which has a value of 0.471. This shows that if employees who work from home can properly balance their roles in the world of work with non-work lives, it will have an impact on increasing the performance of these female employees. On the other hand, if employees who work from home cannot properly balance their roles in the world of work with non-work lives, it will have an impact on the decline in the performance of these female employees.

5. CONCLUSIONS

Based on the results of hypothesis testing, work from home has a significant effect on the performance of female employees of PT. Perkebunan Nusantara VII and work life balance moderate the effect of work from home on the performance of female employees and significantly. In other words, as long as work life balance has a positive effect on the performance of female employees, a work life balance factor is needed to encourage the relationship between the two, because work life balance in this case actually strengthens the effect of work from home on the performance of female employees of PT. Perkebunan Nusantara VII.

6. SUGGESTION

Based on the results of the research, the suggestions in this study are: For PT Perkebunan Nusantara VII, it is better to pay attention to and continue to control the work system of employees while working from home because the importance of employees being able to balance their roles in the world of work with non-work life has a very large impact on the performance of these employees. . In addition, further research is expected to add new variables that can affect employee performance during the Covid-19 Pandemic so as to improve the results of this study.

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