THE EFFECTS OF WORK FROM HOME AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE OF THE SUPERVISION TEAM AT OTORITAS JASA KEUANGAN REGIONAL OFFICE 2 WEST JAVA

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Abstract

All nations on the earth carried out arrangements to limit the spread of the Coronavirus infection. The public authority of Indonesia has mandated that all organizations in the country to execute Work From Home (WFH). If WFH does not run as expected and there is demotivation, employee performance will decrease. This paper intends to discover the effect of work from home and work motivation on the performance of employees of the supervision team at Otoritas Jasa Keuangan Regional Office 2 West Java. The research approach employed in this study is descriptive and verificative. The conveyance of online polls gathered data. The sampling method utilizes an absolute inspecting method, which is that the samples are the same as the population of 37 workers. This study demonstrates that work from home and work motivation can simultaneously positively affect employee performance. The computed F value is 22.499 when the significance level (α) is 5%, the F table value is 3.08, and the sig F is 0.000, according to the F test outcome. While working from home in part has a positive effect on employee performance, the t-test calculation shows that t count > t table, or 2.328 > 1.6909. The outcome of the t-test calculation demonstrate that work motivation has a marginally positive effect on employee performance, with t count > t table, particularly 4.754 > 1.6909.

Keywords: Work From Home, Work Motivation, Employee Performance

A. Introduction

Governments worldwide are enacting new policies to minimize the increasingly aggressive spread of the Coronavirus infection. Practical ways that can be implemented to prevent the spread of the virus are maintaining distance, eye shield and using masks or mouth coverings (Chu et al., 2020). The Indonesian government has also done: the Large-Scale Social Restrictions. The policy asks almost all companies in Indonesia to implement a Work From Home (Hence, WFH) system. Working from home has always been associated with electronic communication. Telecommuting refers to work done at home or in other places that employees can choose outside the office, at least two days in a week via virtual devices connected to the office (Robbins and Judge, 2017:263). One of the companies in Indonesia that implements the WFH system is Otoritas Jasa Keuangan (Hence, OJK).

The alternative of working from home has been considered necessary during the quarantine period during the Covid-19 pandemic because many countries have implemented physical distancing strategies to avoid the current pandemic (Thorstensson, 2020). In addition, Telecommuting also has several benefits that are positively related to the goals and ways of supervisors in assessing performance and job satisfaction to a lower level to reduce stress and intention to move (Robbins and Judge, 2018:263). As Prodoscore (2020) found some evidence that performance can improve during the pandemic, so can working hours, by about an additional hour per day in January 2021 data. Employees who have the freedom to work the hours they choose are more motivated and stay in their positions longer, indicating that they are satisfied with their jobs (Davidescu et al., 2020). We know that working from home, however, has significant disadvantages, according to (Mandell, 2019), such as a lack of surveillance and a higher risk of misunderstanding. However, the final result will be determined by the amount of employee enthusiasm at work. Using WFH, work motivation, and employee performance as variables, this paper intends to identify the impacts of work from home and work motivation on

employee performance. Then the writing team narrowing the subject is the supervision team at OJK Regional Office 2 West Java.

B. Literature Review

Work From Home (WFH)

Working from home is a type of flexible work that allows an employee to work from home for a few days or a full work week, and it may be combined with other flexible work arrangements like part-time hours (ACAS, n.d.). When compared to working from the office or WFO, Work From Home allows you to save time on travel, improve work-life balance, allow for more flexibility in working hours, and boost job satisfaction (Gibbs, Mengel & Siemroth, 2021). Employees who worked from home felt they were just as productive as those who worked in an office, according to the UK Household Longitudinal Survey (Etheridge et al., 2020). Working from home, according to Canonico (2016), can damage organizational performance and have a negative influence on the overall culture. However, according to Miles (2016) on the CIPD, a company can avoid any risks associated with flexible working arrangements if it treats employees fairly and follows a set of guidelines, such as ensuring that employees have the equipment and facilities they need to perform their jobs, and ensuring that employees are aware of the company's support. It is critical to evaluate the health and safety implications. Nonetheless, implementing WFH successfully raises a slew of human resource management difficulties (Sultana et al., 2021; Engle, Stromme, & Zhou, 2020).

Work Motivation

Employee motivation is one of the most significant parts of workers' preventative efforts (Sultana et al., 2021; Gheitani, Imani, Seyyedamiri, & Foroudi, 2019). Employee motivation is defined as a force that propels employees toward accomplishing specified objectives and goals (Shahzadi et al., 2014). Employee motivation may result in high levels of productivity, effectiveness, and quality, as well as future success and progress (Hitka et al., 2020). Similarly, Vydrová (2018) states that motivated personnel are critical to a company's performance and development in order to meet its objectives. (Ma'aruf et al., 2019) conducted research that backs up this claim. Employees who have strong work motivation like their employment, but employees who have low work motivation are slackers who are more prone to violate organizational standards, such as disciplinary violations, lack of work motivation, and job discontent. There are three important incentive components, according to (Geelmaale, 2019; Jones & George, 2007): direction, intensity, and perseverance. Bratu & Cioca (2019), they said that it is necessary to inspire all workers in the most efficient manner, a business must enhance employees' lives by modeling human behavior at work and promoting social connection.

Employee Performance

The achievement of a goal, both for the organization and for the person, is defined as performance (Geelmaale, 2019). The four performance assessment criteria, according to Addae & Boso (2020), are: the fact that the work being done here is of a consistently high standard (accuracy, precision, skills, and cleanliness). Meanwhile, according to Robbins and Judge (2018: 595) there are three forms of behavior that determine workplace performance: (1) Task performance, or task administration, is the execution of responsibilities and obligations that contribute to the development of products or services. It encompasses the majority of the duties included in standard job descriptions. (2) Citizenship, or acts that contribute to the psychological environment of the company, such as aiding others when it is not necessary, supporting organizational goals, treating coworkers with respect, making useful comments, and speaking positively about the workplace; (3) Counterproductivity, or conduct that deliberately harms the organization, such as theft, property damage, violent behavior toward employees, and avoidable abstention.

Hypothesis

H0: Work From Home (X1) and Work Motivation (X2) have no effect on Employee Performance (Y) of the Supervision Team at OJK Regional 2 West Java.
H1: Work From Home (X1) and Work Motivation (X2) have an effect on Employee Performance (Y) of the OJK Regional 2 West Java.

C. Research Method

The descriptive research approach was adopted by the writing team. According to Nazir (2003:54), the descriptive technique is a way for examining the current status of a human group, an item, a set of situations that can arise, a system of ideas, or a class of occurrences. Furthermore, the Author employs a verificative approach in this study, which, according to Nazir (2003:74), is a study designed to examine the validity of a

hypothesis or, in other words, the validity of a theory that has been proposed. As a result, relevant and precise conclusions will be reached. All OJK Regional Office 2 West Java supervisory team personnel with 37 permanent staff were included in this paper as a population subject of the research. In this study, data was collected both in the form of primary data and secondary data using a literature study (Library Research), which is a data collection technique that involves reading and studying theories contained in the literature as well as written notes relating to the topic of the problem that is the research material in this study (Sugiyono, 2018). Furthermore, it employs field studies (Field Research), a data gathering approach that entails providing research instruments or online questionnaires through Google Forms to workers of the OJK Regional Office 2 West Java oversight team, who must reply honestly. The Author gathers and processes data from the questionnaire by assigning a Likert scale weight to each statement and then processing the data with the SPSS 20 For Windows application.

Verificative Analysis

Validity Test

A validity test is used to verify whether or not a questionnaire is valid, and a questionnaire is deemed valid if each statement reveals something relevant to the purpose of the questionnaire. A frequent definition of validity is the extent to which an instrument measures what it aims to measure (Blumberg et al, 2005). In addition, there is a different viewpoint (Robson, 2011). Validity is a tool for determining how well an instrument will measure what is intended to be measured in a study. To accurately quantify the topic that will be examined, a research instrument or a questionnaire is required (Pallant, 2011).

Reliability Test

The steps for testing reliability with SPSS are the same as the methods for testing validity. Cronbach's alpha (α) is very popular to internal consistency statistic in reliability tests. It is determined by the average inter-correlation of the items and the scale's total number of elements. In the social sciences, business, nursing, and other fields, such testing is common. The coefficient value typically ranges from 0 to 1, with 0 indicating no link between items on a scale and 1 indicating absolute internal consistency this is from Tavakol & Dennik (2011). If the value of Cronbach's Alpha is more than 0.60, the measurement is considered trustworthy. The minimal value of Cronbach's Alpha reliability level, according to Imam Ghozali (2018: 41), is 0.60.

Classical Assumption Test

In multiple linear regression analysis, a classical assumption test is a statistical criteria that must be met. To check if a multiple linear regression model is devoid of study-related aberrations, the classical assumption test is utilized. Traditional assumption tests include multicollinearity, normalcy, heteroscedasticity, and autocorrelation.

a. Normality Test

The one-sample Kolmogorov–Smirnov test is an important normality test to do in a research. It may be used by researchers to see if a variable is regularly distributed or not. (M. Sarstedt and E. Mooi, 2014).

b. Autocorrelation Test

In research, autocorrelation arises when the error term of one observation is associated with the error term of subsequent data (Fauzi et al., 2019). A linear connection between errors in a set of data ordered by time may also be determined using an autocorrelation test (Ainiyah et al., 2016).

c. Heteroscedasticity Test

The heteroscedasticity test, according to Ghozali (2018: 135), tries to assess if there is an inequality in variance in a regression model from one observation's residual to another observation's residual. The Glejser test may be used to perform the heteroscedasticity test. The Glejser test checks the link between the independent variable and the dependent variable, the absolute residual. The significance value indicates the importance of the test results. There is no heteroscedasticity if the value of importance is larger than 0.05. Heteroscedasticity, on the other hand, arises when the significance value is less than 0.05. (Hill, Griffiths and Lim, 2011).

d. Multicollinearity Test

The multicollinearity test is used to observe if there is a relationship between two independent variables. Similarly, Ghozali (2018: 105) claims that a decent regression model is one that has no connection between the independent variables(X).

Multiple Linear Regression Analysis

Multiple linear regression analysis is a sort of linear regression analysis in which there are numerous independent variables. The effects of an independent variable(X) on the dependent variable(Y) may be assessed using regression analysis. The impacts of the independent variables WFH (X1) and work Motivation (X2) on the dependent variable, employee performance (Y), were explored in this study.

Hypothesis Testing

Hypothesis testing is a process of creating decisions based on data analysis results from both controlled and uncontrolled studies. In a statistical test, a result can be said to have a significant effect if the result is almost impossible to be coincidence, but in accordance with the probability limit that has been determined previously by the researcher. Hypothesis testing assertions about statistics that characterize a population can be statistically tested, according to Sarstedt, M., and Mooi, E. Claims can be made about occurrences that will either be upheld or denied. (M. Sarstedt and E. Mooi, 2014).

a. F Test

The F test, also known as the simultaneous test or called Anova test, is a test that determines how all independent variables(X) interact with the dependent variable(Y) at the same time, or, in other words, if the regression model we have developed follows the preset formulas. When three or more approaches need to be compared, we should employ Analysis of Variance, according to Sarstedt, M., and Mooi, E. (2014), because the ANOVA test can investigate multiple differences in one analysis.

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b. T Test

A partial test analyzes if each independent variable has a meaningful impact on the dependent variable to some extent. If t count > t table, so, the outcome is positive, according to this t-test. As we know that the t-test is the most commonly used parametric test for determining the mean. When comparing an average to a specified value, the t-test can be utilized (Sarstedt, M., & Mooi, E., 2014).

D. Results and Discussion

Validity Test

When the number of respondents is 37, the significance level for the one-way test is set to 5%, and the error rate is set to 5%, the value of the r table can be calculated using df = n-2. As a result, if df = 37-2 = 35, r table = 0.2746. The validity test findings were obtained using the SPSS 20 For Windows application. Table 1 shows the outcomes of testing the validity of the questionnaire statement for the WFH variable (X1):

Table 1
Instrument Validity

Statement Items	r count	r table	Result
WFH1	0.848	0.2746	Valid
WFH2	0.840	0.2746	
WFH3	0.910	0.2746	
WFH4	0.853	0.2746	
WFH5	0.910	0.2746	
WFH6	0.852	0.2746	
WFH7	0.838	0.2746	
WFH8	0.489	0.2746	
WM1	0.748	0.2746	Valid

WM2	0.678	0.2746	
WM3	0.600	0.2746	
WM4	0.669	0.2746	
WM5	0.799	0.2746	
WM6	0.686	0.2746	
EP1	0.681	0.2746	Valid
EP2	0.671	0.2746	
EP3	0.799	0.2746	
EP4	0.508	0.2746	
EP5	0.710	0.2746	
EP6	0.741	0.2746	

Source: Data Processed by the author, 2021

The validity test results for the WFH, Work Motivation, and Employee Performance variables revealed that all of the instrument variables met the valid criterion.

Reliability Test

This test is conducted with the SPSS 20 For Windows application with a Cronbach Alpha score of greater than 0.60. The outcomes of the reliability test are shown in the table below:

Table 2
Reliability Test

Variable	Statement Item	Cronbach alpha	Cronbach Standard	Result
WFH (X1)	8	0,931	0,60	Reliable
Work Motivation (X2)	6	0,764	0,60	Reliable

Source: Data Processed by the author, 2021

Table 2 clarify that the Cronbach alpha for the two variables above is more than 0.60, implying that all claims in the variables are reliable

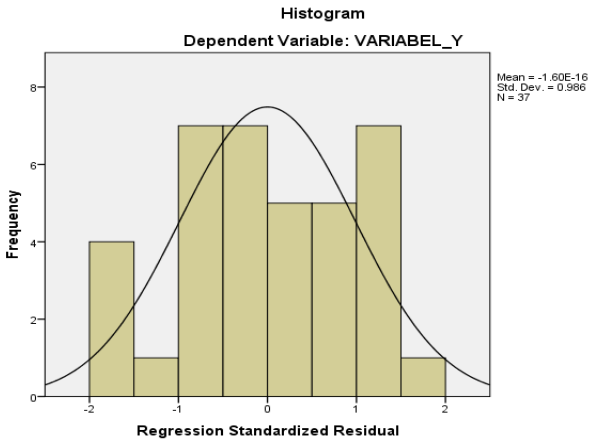
Classical Assumption Test

a. Normality Test

Table 3
Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		37
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,98659197
Most Extreme Differences	Absolute	,086
	Positive	,062
	Negative	-,086
Kolmogorov-Smirnov Z		,521
Asymp. Sig. (2-tailed)		,949



Picture 1 Normality Test Histogram

Source: Questionnaire Outcomes, 2021

Because the error rate in this study is 5%, or 0.05, the Asymp number is based on the table and histogram above. Because Sig. (2-Tailed) = 0.949 > 0.05, the data fits the normality assumption's conditions or is normally distributed.

b. Autocorrelation Test

Table 4
Autocorrelation Test Results

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.755[a]	,570	,544	2,04419	1,791

Predictors: (Constant), VARIABLE_X2, VARIABLE_X1
Dependent Variable: VARIABLE_Y
Source: Questionnaire Outcomes, 2021

It can be observed in the output of this data that the Durbin-Watson value is 1.791, which is between -5 and 5 (since the Error Rate in this study is 5%), indicating that the regression model utilized is free of autocorrelation disorders.

c. Heteroscedasticity Test

Table 5
Heteroscedasticity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Correlations			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	-1,581	2,076		-,762	,452					
	VARIABLE_X1	-,011	,036	-,053	-,293	,771	,063	-,050	-,049	,827	1,209
	VARIABLE_X2	,132	,086	,280	1,540	,133	,258	,255	,255	,827	1,209

Dependent Variable: Abs_ut
Source: Questionnaire Outcomes, 2021

The value of Sig. > 0.05 (0.05 = 5% estimated error) may be seen in the Coefficients Table, where Sig. Variable X1 > 0.05 = 0.771 > 0.05, then Sig. Variable X2 > 0.05 = 0.133 > 0.05. In conclusion, this study is free of heteroscedasticity, and it merits more investigation also it can be pursued.

d. Multicollinearity Test

A decent regression model has no connection between the independent variables, according to the Multicollinearity test. The outcomes are as follows in Table 6:

Table 6
Multicollinearity Test Results

Variable	Collinearity Statistics		Standard		Result
	Tolerance	VIF	Tolerance	VIF	
X1	1,000	1,000	> 0,10	< 10,00	There Is No Multicollinearity.
X2	1,000	1,000	> 0,10	< 10,00	There Is No Multicollinearity.

Source: Questionnaire Outcomes, 2021

The conclusion is that the number for Collinearity Statistics: Tolerance and VIF is 1,000, indicating that there is no multicollinearity if the Tolerance value is > 0.01 and the VIF value is < 10.00.

Multiple Linear Regression Test

Table 7
Multiple Linear Regression Test Results

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	1,537	3,582		,429	,671					
	VARIABLE_X1	,144	,062	,288	2,328	,026	,532	,371	,262	,827	1,209
	VARIABLE_X2	,704	,148	,588	4,754	,000	,708	,632	,535	,827	1,209

Dependent Variable: VARIABLE_Y
Source: Questionnaire Outcomes, 2021

The regression equation in the results of this calculation is:

$Y=a+b1.x1+b2.x2$

$Y=1{,}537+0{,}144.x1+0{,}704.x2$

From these equations, it can be seen that:

1. WFH (X1), the independent variable, has a positive effect on Employee Performance (Y) with a coefficient value of 0.144, indicating that if the WFH variable is well-run in the organization, employees are given complete accountability for all of their work. The employee's performance will improve by 0.144 assuming that all other variables remain constant.
2. Work Motivation (X2), an independent variable, has a positive effect on Employee Performance (Y) with a coefficient value of 0.704, indicating that the Work Motivation variable has increased because employees feel at ease and enthusiastic at work. Assuming that all other variables remain constant, employee performance will improve by 0.704.

Table 8
Multiple Linear Regression Test Results

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.755[a]	,570	,544	2,04419	,570	22,499	2	34	,000	1,791

Predictors: (Constant), VARIABLE_X2, VARIABLE_X1
Dependent Variable: VARIABLE_Y
Source: Questionnaire Outcomes, 2021

Furthermore, the correlation value (R) obtained in the table of multiple linear regression test results is 0.755; this correlation value indicates that the relationship between the independent variables, namely WFH (X1) and Work Motivation (X2), and Employee Performance is strong because it is between 0.6 and 0.8 (Sugiyono, 2018: 250). In other words, the link between X1 and X2 and Y is positive, which means that when the independent variable increases, so does the dependent variable.

Hypothesis Testing

a. F Test

The F test was used to test this hypothesis by determining the effect of the independent variable (X) on the dependent variable at the same time (Y). The following are the outcomes:

Table 9
F Test Results

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	188,032	2	94,016	22,499	.000[b]
	Residual	142,076	34	4,179		
	Total	330,108	36			

Dependent Variable: VARIABLE_Y
Predictors: (Constant), VARIABLE_X2, VARIABLE_X1
Source: Questionnaire Outcomes, 2021

The calculated F value is 22,499. This is based on the information in the table above. Meanwhile, if the estimated F is bigger than the F table, the F table value = 3.08 when using the significance level (α) of 5%. Because sig F is 0.000 and 22.499 is more significant than 3.28. This means the company does WFH or works from home, and the company's work motivation can increase employee performance since working from home makes employees more responsible and conscientious, so they are encouraged to work hard to achieve a good result.

b. t Test

In order to see if each independent variable has a partly positive effect on the dependent variable, a partial test is utilized. If t count > t table, the result is positive, according to this t-test. Furthermore, the following table of t-test results will be used to illustrate it:

Table 10
t Test Results

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	1,537	3,582		,429	,671					
	VARIABLE_X1	,144	,062	,288	2,328	,026	,532	,371	,262	,827	1,209
	VARIABLE_X2	,704	,148	,588	4,754	,000	,708	,632	,535	,827	1,209

Source: Questionnaire Outcomes, 2021

a. T test between X1 (WFH) and Y (Employee Performance)

According to the calculations, the t count is 2,328. While the t table with = 0.05 and df residual = 34 is 1.6909, the t table with = 0.05 and df residual = 34 is 1.6909. WFH has a partly beneficial influence on employee performance because t count > t table, which is 2,328 > 1.6909.

b. T test between X2 (Work Motivation) and Y (Employee Performance)

According to the calculations, the t count is 4.754. While the t table with = 0.05 and df residual = 34 is 1.6909, the t table with = 0.05 and df residual = 34 is 1.6909. Work motivation has a partly beneficial effect on employee performance because t count > t table, 4.754 > 1.6909.

It can be concluded from the overall results of the F test and t-test that the WFH variable and work motivation both positively influence employee performance, either simultaneously or partially. Work motivation is the independent variable that has the greatest impact on employee performance. The highest beta coefficient is 0.588, the maximum t is 4.754, and there is a significance of 0.000 <0.05 (α). This suggests that the OJK Regional Office 2 West Java supervisory team's work motivation is good since the corporation can boost employee morale by assigning complete responsibility for the task so that employees are motivated to work hard to achieve organizational objectives.

E. Conclusion

The authors have found that the WFH or Work From Home Variable (X1) has a positive effect on employee performance (Y) of the Supervision Team at OJK Regional 2 West Java. The findings of the t-test back this up. The results are positive and significant if the t count exceeds the t table. Meanwhile, we know that Work Motivation (X2) has a positive effect on the employee performance or variable dependent (Y) of Supervision Team at the Regional 2 West Java OJK. The t-test findings show that this is the same as testing for the X1 variable. The results are positive and significant if the t count exceeds the t table. As a result, the two independent variables, (X1) Work From Home and (X2) Work Motivation, have a considerable effect on the Employee Performance of the Supervision Team at OJK Regional Office 2 West Java. The hypothesis that Work From Home (X1) and Work Motivation (X2) have an effect on Employee Performance (Y) of Supervision Team at OJK Regional 2 West Java can be accepted is indicated by the estimated F value, which is bigger than the F table.

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