The Effect Of Work From Home (WFH) And Compensation On Employee Productivity During The Covid-19 Pandemic

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ARTICLEINFO

ABSTRACT

The pandemic situation has caused several government policies that limit community activities in interacting. This certainly has an impact on various sectors of the company. The impact that can be felt by the company is the implementation of WFH in its operational activities. With WFH, companies make decisions to reduce compensation. This has an impact on employee productivity. Therefore, the BPJS for Employment of the Sumbagut Regional Office must pay attention to the implementation of WFH and the provision of compensation properly so that employee performance will improve. This study aims to determine the effect of WFH and Compensation on employee productivity at the BPJS Ketenagakerjaan Regional Office of Sumbagut. This study uses a quantitative method involving 30 employees as a sample. The sampling technique is saturated sampling. Data collection techniques using a questionnaire using a Likert scale. Data analysis techniques used test instruments for validity, reliability, classic assumption tests, and hypothesis testing using multiple linear regression analysis using SPSS. The results of this study indicate that the WFH and Compensation variables significantly and simultaneously affect employee productivity. The influence exerted by the WFH and Compensation variables contributed 41.2% to the employee productivity variable. The results of this study indicate that the WFH and Compensation variables significantly and simultaneously affect employee productivity. The influence exerted by the WFH and Compensation variables contributed 41.2% to the employee productivity variable. The results of this study indicate that the WFH and Compensation variables significantly and simultaneously affect employee productivity. The influence exerted by the WFH and Compensation variables contributed 41.2% to the employee productivity variable.

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INTRODUCTION

The Corona virus or Covid-19 is a case that shocked the world starting at the end of December 2019 with symptoms of mysterious pneumonia or pneumonia. This case is suspected to be related to the Huanan animal market in Wuhan, which sells various types of animal meat, including those that are not normally consumed, such as snakes, bats and various types of rats. The rapid transmission of this virus made the World Health Organization (WHO) decide to designate this case as a Corona or Covid-19 virus pandemic on March 11, 2020. The WHO decision was issued when the corona virus had spread in 118 countries. Based on WHO data, there were 634,835 cases with 29,957 deaths in 198 infected countries worldwide as of March 29 2020. As of July 4 2022 the number of cases infected with Covid-19 worldwide has reached
555,013. 578 cases with 6,362,197 deaths. The following is a graphic image of the number of Covid-19 cases as of July 4, 2022 around the world.

The State of Indonesia itself, on March 2 2020, the first case of Covid-19 was found. Based on data released by the Indonesian Disaster Management Agency (BNPB), as of March 29 2020 the number of confirmed positive cases of Covid-19 infection was 1,285 cases. As of July 14 2022 the number of cases infected with Covid-19 in Indonesia was 6,120,169 cases with 156,818 deaths. This of course made the Indonesian government immediately take the decision to carry out all activities from home or work from home (WFH) to break the chain of the spread of Covid-19.

The problem of work from home (WFH) or working from home in the midst of the Covid-19 outbreak can be linked to the provisions of Article 86 paragraph (1) letter a Law Number 13 of 2003 concerning Manpower ("Labor Law"), whereby every worker/laborer has the right to obtain protection for occupational safety and health. The Covid-19 pandemic is a threat to the safety and health of the entire community.

Covid-19 had a major impact on the wheel of the Indonesian economy to experience quite a significant decline. The state suffered losses due to a decrease in state revenues while the expenditure budget soared to cope with the emergency condition of the Covid-19 pandemic. Not only the State, most companies, both large, medium and small scale, experienced an impact that was not much different. Companies are experiencing difficult conditions in the midst of the Covid-19 pandemic where they must meet all of the company’s operational costs so that they can continue to operate. This forces companies to make decisions to lay off employees or cut employee salaries.

<table>
<thead>
<tr>
<th>Code Office</th>
<th>Office Name</th>
<th>Ranking by Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>910</td>
<td>Banten Regional Office</td>
<td>1 5 6 6</td>
</tr>
<tr>
<td>905</td>
<td>Regional Office of Central Java and DIY</td>
<td>2 6 7 8</td>
</tr>
<tr>
<td>911</td>
<td>Banuspa Regional Office</td>
<td>3 8 4 9</td>
</tr>
<tr>
<td>903</td>
<td>DKI Jakarta Regional Office</td>
<td>4 3 10 10</td>
</tr>
<tr>
<td>906</td>
<td>Regional Office of East Java</td>
<td>5 4 2 4</td>
</tr>
<tr>
<td>904</td>
<td>West Java Regional Office</td>
<td>9 10 8 11</td>
</tr>
<tr>
<td>909</td>
<td>Regional Office of West Sumatra Riau</td>
<td>7 2 9 3</td>
</tr>
<tr>
<td>908</td>
<td>Sulawesi Maluku Regional Office</td>
<td>8 11 1 1</td>
</tr>
<tr>
<td>901</td>
<td>North Sumatra Regional Office</td>
<td>6 9 3 7</td>
</tr>
<tr>
<td>907</td>
<td>Regional Office of Kalimantan</td>
<td>10 1 5 2</td>
</tr>
<tr>
<td>902</td>
<td>South Sumatra Regional Office</td>
<td>11 7 11 5</td>
</tr>
</tbody>
</table>

Source: BPJS Employment Office of Sumbagut Regional Office (2022)

Based on the table above, it can be seen that there is an instability in the achievement ranking of the BPJS Ketenagakerjaan for the Sumbagut Regional Office. Which in 2019, namely before the pandemic occurred, the BPJS Employment Office of the Sumbagut Regional Office was ranked sixth. In the first year the pandemic occurred, namely in 2020, the BPJS for Employment of the Sumbagut Regional Office fell quite far to rank ten. In 2021 there will be an increase in ranking to third place. And in 2022 there will be another downgrade to seventh. This is because after the pandemic, the work system changed to an all-digital Work From Home (WFH). Which changes in this work system result in employees needing to adapt.

The BPJS for Employment of the Sumbagut Regional Office does not cut wages or lay off employees, but for compensation, the BPJS Employment Office of the Sumbagut Regional Office

The Effect Of Work From Home (WFH) And Compensation On ……… Asra Ike Khoirunnisa, et.al
made a deduction in one form of compensation, such as employee vacation allowances that were not given due to PPKM during the pandemic.

Based on the description above, the author took the research title "The Effect of Work From Home and Compensation on Employee Productivity During the Covid-19 Pandemic (Study on BPJS Ketenagakerjaan Kanwil Sumbagut)"

LITERATURE REVIEW

The most valuable resource in any company is its employees. They provide the talents, abilities, skills, and information needed to achieve organizational goals. Straub and Attner (Gal, 2014:44). HRM is a field of management that specifically studies human relations and roles in corporate organizations Adamy (2016: 2). Work from home (WFH) is a transition within a company/organization by "forbidding" employees to work in the office and gather in the room when completing the tasks that have been given. The WFH work system is the concept of working remotely from the main office that uses electronic media as a medium for interacting with other workers originating from the concept of telecommuting work or telework (Holland, et al. 2016).

Compensation is the provision of fair and appropriate services to workers in return for their services to the company. So compensation has a broad meaning, in addition to salaries and wages, it can be in the form of housing, means of transportation, uniforms, family assistance, health assistance, food assistance and various other forms with permanent acceptance benefits by employees (Suwanto and Priansa, 2016). Productivity is an attitude that holds the view that today's work methods can be better than before and the work results must be of higher quality and quantity compared to today's work, Komaruddin (Cintya, et al. 2021).

METHODS

This research is a quantitative research approach associative. This research was conducted at the BPJS Employment Office of the Sumbagut Regional Office on Jl. Captain Patimura No. 334, Army, Kec. Medan Baru, Medan City, North Sumatra 20153. The distribution of this research questionnaire was via Google form and the distribution of questionnaires directly to employees of the BPJS Employment Office of the Sumbagut Regional Office. This research was conducted from 19 April to 18 June 2022.

The population in this study were all employees of the BPJS Ketenagakerjaan Regional Office of Sumbagut, totaling 30 people. This study used a sampling technique with a census or saturated sampling method. Therefore, the researcher in this case took all 30 employees as a sample. This study uses primary data and secondary data. The primary data in this study were obtained by distributing questionnaires through the Google form and distributing the questionnaires directly to employees. While the primary data were obtained from data sources on the number of employees of the BPJS Ketenagakerjaan Regional Office of Sumbagut, company profiles, articles and journals, and books related to the variables to be studied.

In this study the independent variables are WFH and compensation, while the dependent variable is employee productivity.

![Diagram](image)

*Figure 1. The figure illustrates The Effect Of Work From Home (Wfh) And Compensation On ……. Asra Ike Khoirunnisa, et.al*
The figure illustrates the effect of work from home (X1) on employee productivity (Y) partially. Furthermore, the effect of compensation (X2) on employee productivity (Y) partially. Furthermore, the influence of work from home (X1) and compensation (X2) variables on employee productivity (Y) simultaneously.

To test the research hypothesis using the following linear regression analysis:

\[ Y = \alpha + \beta_1X_1 + \beta_2X_2 + e \]

**Information:**
- \( Y \) = Productivity
- \( X_1 \) = Work from home
- \( X_2 \) = Compensation
- \( \alpha \) = Constant
- \( \beta_1 \) = Regression coefficient for \( X_1 \)
- \( \beta_2 \) = Regression coefficient for \( X_2 \)
- \( e \) = error

The hypothesis in this study is as follows:

1. \( H_01 \): There is no effect of WFH on employee productivity at the Sumbagut Regional Office of Employment BPJS
2. \( H_{a1} \): There is an influence of WFH on employee productivity at the BPJS Employment Office of the North Sumatra Regional Office
3. \( H_02 \): There is no effect of compensation on employee productivity at the Sumbagut Regional Office of Employment BPJS
4. \( H_{a2} \): There is an effect of compensation on productivity employee BPJS Sumbagut Regional Office of Employment
5. \( H_03 \): There is no joint effect of WFH and compensation on employee productivity at the BPJS Employment Office of the Sumbagut Regional Office
6. \( H_{a3} \): There is a joint effect of WFH and compensation on employee productivity at the BPJS Employment Office of the Sumbagut Regional Office

**RESULTS AND DISCUSSION**

**Validity and Reliability Test**

The validity test was carried out to determine the consistency and accuracy of the data collected while the reliability test was carried out to determine the consistency of the measuring instruments used. Therefore, before conducting research, the instrument was first tested for validity and reliability. Validity test is calculated using statistical software. The validity test is declared valid if the statement shows a significant value lower than 0.05 or 5%. Thus, if \( r_{count} \) > \( r_{table} \) then the instrument is declared valid and vice versa. Based on the \( r_{table} \) for \( df = (n-2) = 28 \) (30-2) of 0.361.

On test reliability If results \( Cronbach’s Alpha \) more big from level significance 60% or 0.6, so variableis said to be reliable. However, if the results of \( Cronbach's Alpha \) are less than a significant level of 60% or 0.6 then the variable is considered unreliable. The following table shows the results of the validity and reliability tests of the variables that have been tested:

<table>
<thead>
<tr>
<th>No.</th>
<th>Statement</th>
<th>( r_{count} )</th>
<th>( r_{table} )</th>
<th>Ket</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>WFH 1</td>
<td>0.426</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>2.</td>
<td>WFH 2</td>
<td>0.541</td>
<td></td>
<td>Valid</td>
</tr>
<tr>
<td>3.</td>
<td>WFH 3</td>
<td>0.506</td>
<td></td>
<td>Valid</td>
</tr>
<tr>
<td>4.</td>
<td>WFH 4</td>
<td>0.511</td>
<td></td>
<td>Valid</td>
</tr>
<tr>
<td>5.</td>
<td>WFH 5</td>
<td>0.388</td>
<td></td>
<td>Valid</td>
</tr>
<tr>
<td>6.</td>
<td>WFH 6</td>
<td>0.415</td>
<td></td>
<td>Valid</td>
</tr>
<tr>
<td>7.</td>
<td>WFH 7</td>
<td>0.426</td>
<td></td>
<td>Valid</td>
</tr>
<tr>
<td>8.</td>
<td>WFH 8</td>
<td>0.748</td>
<td></td>
<td>Valid</td>
</tr>
<tr>
<td>9.</td>
<td>WFH 9</td>
<td>0.461</td>
<td></td>
<td>Valid</td>
</tr>
<tr>
<td>10.</td>
<td>WFH 10</td>
<td>0.385</td>
<td></td>
<td>Valid</td>
</tr>
</tbody>
</table>
Hypothesis testing

The results of this study were obtained from statistical data processing using statistical software programs. Hypothesis testing is done to prove the hypothesis that has been proposed in this study can be accepted or rejected. Testing the hypothesis in this study was carried out by testing the partial test (T test), simultaneous test (F test), and the coefficient of determination.

Table 4 Partial Significance Test (T-Test)

<table>
<thead>
<tr>
<th>Coefficients</th>
<th>Model</th>
<th>standardized</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(Constant)</td>
<td>1.103</td>
<td>0.280</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Work From home</td>
<td>0.395</td>
<td>2.423</td>
<td>0.022</td>
</tr>
<tr>
<td></td>
<td>Compensation</td>
<td>0.384</td>
<td>2.355</td>
<td>0.026</td>
</tr>
</tbody>
</table>

Based on the results of the partial significance analysis (T test) in the table above, the following conclusions can be drawn:

1. The partial test between the WFH variable (X1) on employee productivity (Y) obtained a tcount value greater than the ttable value of 2.423 (2.423 > 2.051), while the significant value obtained was 0.022 which is smaller than the alpha level of 0.05. This shows that H1 is accepted and H0 is rejected, meaning that there is a significant influence between WFH (X1) on productivity employee BPJS Sumbagut Regional Office of Employment (Y).

2. Partial test between compensation variable (X2) employee productivity (Y) obtained tcount greater than ttable value, namely of 2.355 (2.355 > 2.051), while the significant value obtained is 0.026 which is smaller than the alpha level of 0.05. This shows that H2 is accepted and H0 is rejected, meaning that there is a significant influence between compensation (X2) on the productivity of employees of the Sumbagut Regional Office of Employment BPJS (Y).
Table 5. Simultaneous Test (F-Test)

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>MeansSquare</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>193,065</td>
<td>2</td>
<td>96,533</td>
<td>11.143</td>
<td>.000</td>
</tr>
<tr>
<td>residual</td>
<td>233,902</td>
<td>27</td>
<td>8,663</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>426,967</td>
<td>29</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Dependent Variables: Employee Productivity
Predictors: (Constant), Compensation, Work From Home (WFH)

Based on the table it shows that in this study the value of \( f \) than the \( f_{table} \) value of 11.143(11.143 > 3.35), while the significant value of 0.000 is smaller than the alpha level of 0.05. This shows that \( H_a3 \) is accepted and \( H_03 \) is rejected, meaning that there is a significant influence between WFH (X1) and compensation (X2) together on the productivity of BPJS Ketenagakerjaan Kanwil Sumbagut (Y) employee productivity.

Table 6. Determination Coefficient Test

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>std. Error of the Estimates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.672a</td>
<td>0.452</td>
<td>0.412</td>
<td>2.94330</td>
</tr>
</tbody>
</table>

predictors: (Constant), Compensation, Work From Home (WFH)

Dependent Variables: Employee Productivity

Based on the table, it shows that the value of \( r \) is 0.672, this means that the relationship between WFH (X1) and compensation (X2) on the productivity of BPJS Ketenagakerjaan employees at the Sumbagut Regional Office (Y) is quite close. The coefficient of determination obtained is 0.412 which shows the influence of WFH (X1) and compensation (X2) on productivity BPJS Employment Office of the Sumbagut Regional Office (Y) is 41.2% while the remaining 58.8% is influenced by other variables not examined in this study.

Work from home is a transition within a company/organization by "forbidding" employees to work in the office and gather in the room when completing the tasks that have been given. The WFH work system is the concept of working remotely from the main office that uses electronic media as a medium for interacting with other workers originating from the concept of telecommuting work or telework (Holland, et al. 2016). Based on the results of the study it was found that WFH (X1) had an effect on employee productivity (Y) as evidenced by the \( t_{count} \) value greater than the \( t_{table} \) value of 2.423 (2.423 > 2.051), while the significant value obtained was 0.022 less than the alpha level 0.05. This shows that \( H_a1 \) is accepted and \( H_01 \) is rejected, the results of this study are in line with the results of research conducted by Simarmata (2020), with the title "The Influence of Work From Home on the Productivity of Ambon State Polytechnic Lecturers" which states that the WFH variable (X1) partially has a significant positive effect on lecturer productivity (Y).

\( H_02 \) is rejected, meaning that there is a significant influence between compensation (X2) on the productivity of BPJS Ketenagakerjaan Kanwil Sumbagut employees (Y).

The results of this study are in line with Natsir (2018) with the title "The Influence of Compensation on Employee Work Productivity at CV Mote Water Filterindo in Makassar City" which states that simultaneously compensation has a significant influence on employee work productivity with an \( F_{count} \) (27.780) > \( F_{table} \) (3.33) and \( \text{sig.}_\alpha \) value (0.000) < 0.05.

Productivity is an attitude that holds the view that today's work methods can be better than before and the work results must be of higher quality and quantity compared to today's work, Komaruddin (Cintya, et al. 2021).

Based on the results of research conducted in the F Test (Simultaneous Significant Test) shows that in this study the WFH (X1) and compensation (X2) variables have a significant effect.
greater than the ttable value, which is equal to 11.143 (11.143 > 3.35), while the significant value of 0.000 is smaller than the alpha level of 0.05. This shows that Ha3 is accepted and H03 is rejected, meaning that there is a significant influence between WFH (X1) and compensation (X2) together or simultaneously on the productivity of BPJS Ketenagakerjaan Kanwil Sumbagut employees (Y).

Compensation is any form of payment or reward given to an employee and arising from the employee's work. Payments can be distinguished from direct payments in the form of wages, salaries, incentives, commissions and bonuses and indirect payments in the form of financial benefits such as insurance and holidays paid by employers, Dessler (Nasution, 2016: 218). Based on the results of the study it was found that compensation (X2) has an effect on employee productivity (Y) as evidenced by the tcount value that is greater than the ttable value of 2.355 (2.355 > 2.051), while the significant value obtained is 0.026 which is smaller than the alpha level 0.05. This shows that Ha2 is accepted and Ha2 is accepted and

CONCLUSION

The WFH variable partially has a positive and significant effect on the productivity of the employees of the Sumbagut Regional Office of Employment BPJS. Based on these results, Ha1 is accepted and H01 is rejected. The indicator that has the most influence on this variable is the flexible work environment. This can be seen from the results of the study where most employees agreed that while undergoing WFH, employees are free to choose where to work. With freedom which is owned by employees of the BPJS Ketenagakerjaan Kanwil Sumbagut in choosing a work environment while undergoing WFH, employees can feel a new atmosphere while working and not feel bored with a monotonous work environment. This shows that the better the application of WFH will increase productivity employee BPJS Sumbagut Regional Office of Employment.

Compensation variable partially has a positive and significant effect on productivity employee BPJS Sumbagut Regional Office of Employment. Based on these results, Ha2 is accepted and H02 is rejected. The indicator that has the most influence on this variable is incentives, this can be seen from the results of research where most employees agree that incentives provided by companies to employees for their work performance can increase employee productivity. Because giving incentives for employee performance is something that should be given as appreciation to employees for contributing in meeting company targets. This shows that the better the company is in providing incentives to employees, the productivity of BPJS Ketenagakerjaan employees at the Sumbagut Regional Office can increase.

WFH and compensation variables simultaneously have a significant effect on productivity employee BPJS Sumbagut Regional Office of Employment. Based on these results, Ha3 is accepted and H03 is rejected. The indicator that has the most influence on this variable is ability, this can be seen from the results of the study in which most of the employees answered that they agreed that the company provides tasks that are in accordance with the fields carried out by each employee of the BPJS Ketenagakerjaan Kanwil Sumbagut. The results of the coefficient of determination show that the relationship formed between the independent variable WFH (X1) and compensation (X2) on the dependent variable productivity (Y) has a relationship positive and strong. Thus WFH and compensation can increase employee productivity.

REFERENCE


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Journal of Economics and Business (JECOMBI)
ISSN : 2746-8887 (online)
Vol. 3, No. 2, 2023
http://jecombi.seaninstitute.or.id/index.php/JECOMBI/index


