



Discovering The Effect of Work From Home and Work Life Balance on Employees' Work Motivation

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Received: 21 July 2023
Revised: 29 July 2023
Accepted: 22 August 2023

Abstract

This research was conducted with descriptive, verification and quantitative approaches. The population in this study was 202 of the total employees who worked on a Work From Home basis and the sample used was 134 people, so the sampling technique used was non-probability sampling saturated sampling type. Data analysis will use the help of statistical software, SPSS version 26. The results of the descriptive analysis show that all the variables which are Work From Home, Work Life Balance, and Work Motivation are included in the "Strongly Agree" category with a few upgradeable indicators. The results of the verification analysis showed that the results of the partial Work From Home test affected Work Motivation by 0,243. and Work Life Balance affected Work Motivation by 0,508. The results of the simultaneous Work From Home and Work Life Balance tests affected Work Motivation by 53.1% and the remaining 46.9% were influenced by other variables outside this study.

Keywords: Work From Home, Work Life Balance, Work Motivation

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How to Cite: Andera, D., & Kusmayadi, O. (2023). Discovering The Effect of Work From Home and Work Life Balance on Employees' Work Motivation. *International Journal of Education, Information Technology, and Others*, 6(3), 344-354. <https://doi.org/10.5281/zenodo.8311210>

INTRODUCTION

The occurrence of the Coronavirus Disease 19 pandemic (COVID-19) has not only affected everyday life, many studies have shown a decrease in work motivation among employees in Indonesia and outside Indonesia. Companies also need to adapt to a working culture to help prevent and reduce the spread of COVID19. (Nurhasanah & Winarno, 2021). There was a survey of 9,700 workers in the United States by McGregor and Doshi in the Harvard Business Review article (2020) that stated that working from home makes them less motivated to work.

In a PPM Management study, 80% of Indonesian workers feel unmotivated at work and experience stress symptoms. Moreover, when the COVID-19 pandemic occurred, the results of the PPM Survey Management in Karunia & Jatmiko (2020), stated that this occurred due to a number of reasons such as a monotonous working atmosphere, feeling lonely, and too much distraction when having to work from home or Work From Home (Karunia & Jatmiko, 2020). Work motivation is needed primarily for employees of start-ups as it can reduce absence rates, increase retention, and create a better relationship between management and employees (Aprilliani, 2022).

The author conducted a preliminary study on an Indonesian start-up in Jakarta that could not be mentioned because of its confidentiality. A total of 30 respondents were taken for a preliminary study. More than 50% of the total of 30



respondents agreed strongly on some questions that indicate the level of need, level of existence, relationships, and development opportunities that are received quite well and can support job motivation. However, less than 50% from the total 30 respondents answered for some questions which indicate that some factors in the need for existence and growth can still be corrected to support work motivation.

Based on previous research, work motivation can be enhanced through various ways such as having an adequate working environment, remaining able to work optimally, not deteriorating health, and a comfortable working environment (Suzana & Siagian, 2022).

One of the efforts to prevent and reduce the spread of COVID-19 in Indonesia is the establishment of Large Scale Social Restrictions (Pembatasan Sosial Berskala Besar (PSBB)) which are also officially regulated in Government Regulation (PP) No. 21 Year 2020 on PSBB in the Framework of Accelerated Treatment of Coronavirus Disease 2019 (COVID-19) and on Minister of Health Regulation Number 9 of 2020. Workplace relaxation means imposing restrictions on the workplace process and replacing it with work at home/residence, in order to maintain the productivity/performance of workers with a few exceptions (Permenkes No. 9, 2020).

Work From Home (WFH) is understood as a more flexible working policy, e.g. by working from home or wherever the employee wants to the objectives of his or her work or organization and can usually be done with the help of advanced communication and information technologies such as software for communication and coordination (Rachmawati & Royani, 2021).

The author conducted a preliminary study on Work From Home application on this company, it was conducted with 30 respondents. Less than 50% of respondents agreed strongly that a flexible working space and time when working from home, can be more productive, less travel time, can organize working hours better, have more time to prepare for work and pay attention to life outside work. Fewer than 50% agreed firmly to the statement that they were motivated to find creative ways, less disturbance and stress at work, and made it easier to be close to the family. There were some respondents who disagreed with indicators of less interference and work stress when Work From home, Work From Home made more close to family, and had more time for paying attention to the life outside of work that indicates a lack of work life balance or Work Life Balance.

Work Life Balance is the extent to which individuals are engaged and equally satisfied in terms of time and psychological involvement with their roles in work and personal life (e.g. with spouses, parents, family, friends and community members) and the absence of conflict between the two roles (Wijaya, 2020).

In a study by Jobstreet that interviewed 97,324 respondents from five countries: Indonesia, Hong Kong, Malaysia, the Philippines, Singapore, and Thailand after the COVID-19 pandemic, 43% of respondents in Indonesia said that work-life balance was their top priority when choosing jobs (Jobstreet, 2022).

The author conducted a preliminary study on Work Life Balance of the employees of this company, it was conducted with 30 respondents. More than 50% of respondents agreed for two questions that indicated a sufficiently good level of personal life to make the respondent feel better at work, but still less than the maximum because of the low level of the respondents who strongly agreed and the

presence of the responders who answered disagreed. Less than 50% respondents responded very strongly and agreed for six questions which indicated still low levels of work balance that did not interfere with personal life, the level of private life balance that does not interfere with work, and the low role of work to motivate workers to perform other important activities outside work.

In previous studies, the authors found a link between the influence of Work From Home and the Work Life Balance on work motivation. Some studies have stated that work from home has a positive and significant impact on job motivation, and work life balance has an influence but does not have a significant influence on the motivation of work (Suzana & Siagian, 2022 dan Rene & Wahyuni, 2018).

RESEARCH METHOD

The source of dimensions and indicators for Work Motivation used in this research are from the Clayton Alderfer theory mentioned in Robbins, 2001 (Mayvita et al., 2017) that shows the dimensions of Work Motivation namely, Existence, Relatedness, and Growth. For Work From Home, the author used dimensions by Gadecki, et., al (2018) who mentioned three dimensions for Work From Home which are Space, Time, and Social Roles. Gwenith G. Fisher, Carrie A. Bulger, and Carlla S. Smith (2009) in Wicaksana et al., (2020) show four dimensions of work life balance which are Work Interference With Personal Life (WIPL), Work Enhancement of Personal Life (WEPL), Personal Life Interference With Work (PLIW), and Personal Life Enhancement of Work (PLEW).

The methods used by the author for this research are descriptive and verifiable. Descriptive research is research directed to provide symptoms, facts or events systematically and accurately, concerning the characteristics of a particular population or region, and verifying research to test the truth of a phenomenon. (Hardani et al., 2020).

In this study, the author uses descriptive methods to describe Work From Home, Work Life Balance, and motivation for work. For verification research, the authors use statistical tools which SPSS 26 Version to test how large the influence of the free variables (X) work from home (X1) and work life balance (X2) on the bound variable (Y) work motivation (Y), partially and simultaneously.

The population in this research are 75% from total workers in this company that are doing the work remotely or working from home. The sampling technique used is non-probability sampling with a 5% error tolerance calculated using Slovin technique. The data analysis will use the statistical software SPSS version 26.

The validity of data and instruments is tested with Validity Tests and Reliability Tests. The analysis is done with Double Linear Regression and Determination Coefficient analysis, the results of the regression tests will also be tested with the Normality Test, the Multicollinearity Test, and the Heteroskedasticity Test. The hypothesis will be tested with the t-test for partial influence and the F-test for simultaneous influence.

RESEARCH RESULTS AND DISCUSSION

The data processing and testing is carried out with statistical software, namely SPSS version 26.

Data Validity Test

This test consists of a Validity Test and Reliability Test. The respondents used in this test are 30 respondents before the instrument is distributed to the actual respondent in a quantity that cannot be named or is confidential.

Validity Test

In the validity test, an item is said to be valid if $r_{count} > r_{table}$, with r_{table} that can be seen in the r_{table} distribution table at a significance level of 0.05 (5%) by determining the freedom of degree (df). The r_{table} at the significance level of 5% obtained is 0.374 for this test. With this, if the $r_{count} > 0.374$ then the item is declared valid. Here's the test results obtained :

Table 1. Work From Home Item Validity Test Results

Work From Home (X1)			
Item	r_{count}	$r_{table} (5\%)$	Criteria
X1.1	0.514	0.374	Valid
X1.2	0.500	0.374	Valid
X1.3	0.595	0.374	Valid
X1.4	0.629	0.374	Valid
X1.5	0.444	0.374	Valid
X1.6	0.812	0.374	Valid
X1.7	0.845	0.374	Valid
X1.8	0.534	0.374	Valid
X1.9	0.707	0.374	Valid

Source : Processed by SPSS, 2023

According to the table above, all items in the Work From Home variable in this study are valid because they have a $r_{count} > 0.374$, which means they can all be utilized in the research.

Table 2. Work Life Balance Item Validity Test Results

Work Life Balance (X2)			
Item	r_{count}	$r_{table} (5\%)$	Criteria
X2.1	0,903	0,374	Valid
X2.2	0,852	0,374	Valid
X2.3	0,754	0,374	Valid
X2.4	0,842	0,374	Valid
X2.5	0,852	0,374	Valid
X2.6	0,673	0,374	Valid
X2.7	0,713	0,374	Valid

X2.8	0,598	0,374	Valid
Source : Processed by SPSS, 2023			

The Work Life Balance variable in this study contains all items that are valid, based on the aforementioned table, all items can be used since they all have a $r_{count} > 0,374$ and are hence valid.

Table 3. Work Motivation Item Validity Test Results

Work Motivation (Y)			
Item	r_{count}	$r_{tabel}(5\%)$	Criteria
Y.1	0,594	0,374	Valid
Y.2	0,888	0,374	Valid
Y.3	0,823	0,374	Valid
Y.4	0,801	0,374	Valid
Y.5	0,733	0,374	Valid
Y.6	0,737	0,374	Valid
Y.7	0,812	0,374	Valid
Y.8	0,650	0,374	Valid
Y.9	0,721	0,374	Valid

Source : Processed by SPSS, 2023

According to the table above, every item in the Work Motivation variable in this study is valid because it has a $r_{count} > 0,374$, making it possible to use every item for this research.

Reliability Test

In reliability tests, an item is said to be reliable if its reliability coefficient is greater than the provision of cronbach alpha of > 0.6 .

Table 4. Variables Reliability Test Results

Variable	Reliability Coefficients	Critical Value	Criteria
Work From Home (X1)	0.806		
Work Life Balance (X2)	0.902	0.6	Reliable
Work Motivation (Y)	0.895		

Source : Processed by SPSS, 2023

Based on the following table, all indicators of the variables Work From Home (X1), Work Life Balance (X2), Motivation (Y) are stated reliable by considering the reliability coefficients are greater than the critical value.

Double Linear Regression

Before performing data processing, to perform analysis with interval data then must be done transformation of data from ordinal data to interval data.

Transformation performed in this research using MSI (Method of Successive Interval).

Table 5. Double Linear Regression Coefficients Result

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.113	2.619		5.006	.000
	WFH	.243	.078	.228	3.106	.002
	WLB	.508	.065	.577	7.864	.000

Source : Processed by SPSS, 2023

Based on table 5, which contains the results of SPSS processing, the regression equation can be obtained as follows :

$$Y = 13,113 + 0,243 X1 + 0,508 X2$$

- 1) A constant of 13,113 means That if all the independent variables (Work From Home and Work Life Balance) are 0 then the Work Motivation is 13.113.
- 2) The regression coefficient of the variable Work From Home (X1) on Work Motivation (Y) is 0.243. This indicates a positive regression factor, so that there is a direct effect of the Work From Home (X1) variable on the Work Motivation (Y) with the value of 0.243. It can be understood that every time a Work From Home increases by one unit, there will be a Work Motivation increase of 0.243 assuming that the other variable is constant.
- 3) The regression coefficient of the variable Work Life Balance (X2) on Work Motivation (Y) is 0.508. This indicates a positive regression factor, so that there is a direct effect of the Work Life Balance (X2) variable on the Work Motivation (Y) with the value of 0.508. It can be understood that every time a Work Life Balance increases by one unit, there will be a Work Motivation increase of 0.508 assuming that the other variable is constant.

Determination Coefficient

Table 6. Determination Coefficient (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.734 ^a	.538	.531	3.025

a. Predictors: (Constant), WLB, WFH

Source : Processed by SPSS, 2023

Based on table 6, the Adjusted R square determination coefficient value is 0.531. This shows that the Work From Home and Work Life Balance variables simultaneously have an impact on Work Motivation of 53.1% while the remaining 46.9% are influenced by other variables outside this study.

Classical Assumption Test

Normality Test

The normality test is performed to compare the observed data distribution with the expected normal distribution, and gives the result a p-value. If the p value is large enough (above 0.05), then it can be concluded that the data is distributed normally. However, if the p is small enough (below 0.05) it indicates that there is sufficient evidence to refute the assumption of the normality of the data. The normality test in this study uses one Kolmogorov-Smirnov sample. Here are the results obtained with the statistical utility SPSS 26 :

Table 7. Normality Test Result

Unstandardized Residual		
Asymp. Sig. (2-tailed)	0.200	Normal

Source : Processed by SPSS, 2023

The following table shows that the items used in this study have a significance value of $0.200 > 0.05$ and are normally distributed.

Multicollinearity Test

The multicollinearity test is performed to identify whether or not there is a significant correlation between independent variables in a regression model. The aim of this test is to ensure that the independent variable used in the model is not strongly correlated to avoid misinterpretation. If the Tolerance value > 0.10 and the VIF value < 10.00 , then it can be concluded that there is no multicollinearity. Here are the results obtained with the statistical utility SPSS 26 :

Table 8. Multicollinearity Test Result

Variable	Tolerance	VIF	Criteria
Work From Home (X1)	0.655	1.526	Not Happening
Work Life Balance (X2)	0.655	1.526	Not Happening

Source : Processed by SPSS, 2023

Based on the data processing results in Table 4.41 above, then, the data used can be said that there is no multicollinearity because the Tolerance value is 0.655 or greater than 0.10 and the VIF value is 1.526 or less than 10.00.

Heteroskedasticity Test

A heteroskedasticity test is performed to identify the occurrence or absence of the symptoms of heteroscedastic. The occurrence of heteroscedastic can affect the validity and efficiency of regression results, as well as result in inconsistent estimates of parameters. To determine whether or not heteroscedasticity occurs can be seen from the spread of the points in the graph produced from SPSS 26 data processing as follows:

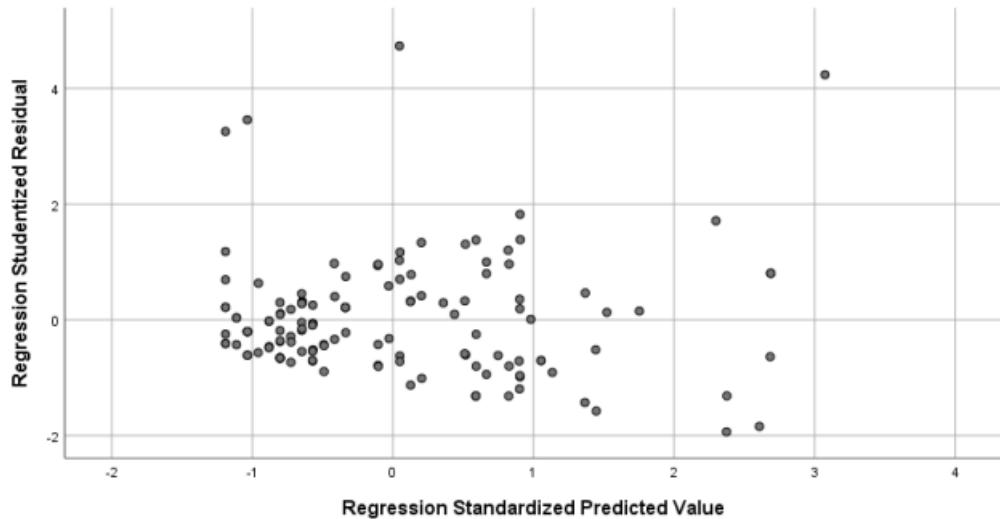


Figure 1. Scatterplot

Source : Processed by SPSS, 2023

Based on the data processing results in above, then, it can be said that there is no occurrence of heteroscedastic because the point on the graph shows a spread around, above, or below the number 0 on the Y axis, the points do not accumulate just above or below, and the spread is not patterned.

Partial Test (t-test)

The provision in the conclusion of the test t can be seen with the significance value (Sig.) and the comparison of the value t count with the table t. If the value (Tig.) < 0.05 or $t_{\text{count}} > t_{\text{table}}$ then the variable has an effect on the bound variable and vice versa.

The following is the partial influence hypothesis of Work From Home (X1) on Work Motivation (Y) :

H0 : There is no partial effect between Work from Home (x1) and Work Motivations (Y).

H1 : There is a partial influence between Work From Home (X1) on Work Motivation (Y).

The following is the partial influence hypothesis of Work Life Balance (X2) on Work Motivation (Y) :

H0 : There is no partial effect between Work Life Balance (X2) and Work Motivations (Y).

H1 : There is a partial influence between Work Life Balance (X2) on Work Motivation (Y).

Table 9. t-Test Result

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.113	2.619		5.006	.000
	WFH	.243	.078	.228	3.106	.002
	WLB	.508	.065	.577	7.864	.000

Source : Processed by SPSS, 2023

Based on the table above, the result obtained shows the Work From Home variable has significance value of (Sig.) $0,02 < 0,05$ and t_{count} value of $3,106 > t_{table}$ which is 1.97. Thus, it can be concluded that there is a partial influence between the Work From Home (X1) variable on Work Motivation (Y). With this H0 is rejected and H1 is accepted.

The table above also obtained the result of the Work Life Balance variable that shows significance value of (Sig.) $0,00 < 0,05$ and t_{count} value of $7,864 > t_{table}$ which is 1.97. Thus, it can be concluded that there is a partial influence between the Work Life Balance (X2) variable on Work Motivation (Y). With this H0 is rejected and H1 is accepted.

Simultaneous Test (F-Test)

To determine whether or not the influence of both independent variables simultaneously on the motivation of work is performed Simultaneous Test with Test F with the statistical software utility SPSS 26. The provisions in the conclusion-taking of Test F can be seen with the value of significance (Sig.) and the comparison of value of Calculus with Ftable. If the value (Cig.) $< 0,05$ or $F_{value} > F_{table}$ then the free variable together has an influence on the bound variable and vice versa.

The hypothesis of simultaneous influence in this study is: H0: There is no simultaneous influence between Work From Home and Work Life Balance (X1) on Work Motivation (Y).

H0 : There is no simultaneous effect between Work from Home (X1) and Work Life Balance (X2) on Work Motivation (Y).

H1 : There is a simultaneous effect between Work from Home (X1) and Work Life Balance (X2) on Work Motivation (Y).

Table 10. F-Test Result

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1398.439	2	699.219	76.393	.000 ^b
	Residual	1199.032	131	9.153		
	Total	2597.470	133			

Source : Processed by SPSS, 2023

Based on the table above, the result is that the Work From Home (X1) and Work Life Balance (X2) variables simultaneously have an influence on the Work Motivation (Y) variable. In the table of SPSS 26 results above, the significance value (sig.) is $0.00 < 0.05$ and the calculation of F_{value} is $76.39 > F_{table}$ which is 3.06. Thus, it can be concluded that there is a simultaneous influence of Work From Home (X1) and Work Life Balance (X2) on Work Motivation (Y). With this, H0 is rejected and H1 is accepted.

CONCLUSION

The results of the descriptive analysis show that Work From Home is included in the "Strongly Agree" category with an average score of 606.55 in the sense that the implementation of Work From Home is very good, the results of the descriptive analysis of Work Life Balance are included in the "Strongly Agree" category with an average score of 577 in the sense that the level of Work Life Balance is very good, and Work Motivation is included in the "Strongly Agree" category with an average score of 603.22 in the sense that Work Motivation is very good.

Based on the test results, it was found that the partial influence of the Work From Home variable or X1 on the Work Motivation or Y has a value of 0.243 and has a positive value. It can be understood, the Work from Home (WFH) variable has a positive and significant influence on the Motivation of Work meaning The more one unit of work from home, the better the employee's motivation.

The result of the partial influence of the variable Work Life Balance (X2) on the Work Motivation (Y) has a value of 0.508 and is positive. It can be understood that the work life balance has a positive and significant influence on the motivation of the employee meaning the better the level of Work Life Balance, the higher the employee's motivation.

Work From Home (X1) and Work Life Balance (X2) simultaneously influenced Work Motivation by 53.1%, while the remaining 46.9% were affected by other variables outside of this study. Thus, it can be concluded that there is a positive and significant simultaneous influence of Work From home (X1), and Work life balance (X2), on Work motivation (Y).

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