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An Investigative Study of the Effects of Work From Home (WFH) on Indonesian Teachers' Performance During the COVID-19 Pandemic

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Research Article

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Abstract

19. The goal of this research was to gather data about the benefits and drawbacks of working from home during the COVID-19 epidemic.

20. 19. Research using the case study method, which is a technique to find and examine a qualitative case that is used to learn about the benefits and drawbacks of working from home during the COVID-19 epidemic. Six students from a Tangerang primary school participated in this research as responders. Respondents are assigned the letters R1, R2, R3, R4, R5, and R6 for reasons of secrecy. A set of interview questions was created based on the relevant literature, and semi-structured interviews were carried out. Teachers at a Tangerang primary school participated in this research as respondents. According to the study's findings, there are a number of benefits and drawbacks to the work from home (WFH) program. The benefits include being more flexible in how work is completed, not having to adhere to office hours, not having to pay for gas or transportation, being able to reduce stress levels aside from traffic jams on the way from home to the office, and having more free time. WFH's drawbacks include the potential for data security issues and a loss of work motivation due to the expense of energy and internet.

Keywords : Work from Home, COVID-19 Pandemic, Performance, and Investigative Research

Introduction

Many individuals today dream of working from home (WFH), particularly the millennial age. WFH eliminates the need to get up in the morning, take a shower, and prepare to go to the workplace by avoiding time-consuming traffic congestion. Enough to open the laptop from home and work while wearing improvised clothing. The Covid-19 virus pandemic has been reported globally by the World Health Organization. In his address, Indonesian President Joko Widodo advised the populace to cut down on unnecessary activities outside the house. This includes putting in place online lectures, schools, and work-from-home job systems. The government has taken this calculated action to stop the corona virus pandemic that is now spreading across Indonesia. There are several benefits and drawbacks to this approach, particularly for employees. Certain types of work cannot be done from home, particularly from

With this WFH method, the firm may not be fully prepared. For the best outcomes, organizations are advised to deploy a variety of programs to facilitate work-from-home operations. The current practice of working from home is a response to President Joko Widodo's plea at a news conference held at Bogor Palace in West Java on March 15, 2020. The President urged people to work, study, and worship from home in order to reduce the transmission of the novel corona virus (SARS-CoV-2) that causes COVID-19. One way to do this was to establish a work from home system. Through Circular Letter number 19 of 2020 about Adjustment of the State Civil Servants' Work System in Covid-19 Prevention Efforts in Government Agencies, the Minister of Administrative Reform and Bureaucratic Reform has responded to this plea, particularly for the State Civil Apparatus. There are two tiers of structural authorities that work in the office, although ASN may work from home.

Furthermore, there are restrictions on in-person events that cause a lot of participants to be canceled or postponed. In the past, some private businesses in Jakarta also had work-from-home policies (Work From Home). Every organization has its own regulations, such as splitting two teams that rotate between working from home and the office and only allowing individuals who are ill and going overseas to work from home. Because spraying disinfectants is necessary, you may just apply to work from home for a few days.

There are three types of firms that may temporarily halt all commercial operations in order to take preventative measures. certain of the company's commercial operations (including certain instructors, time, and operating facilities) may be temporarily reduced. Businesses that are unable to cease operations while keeping in mind the direct interests associated with health services, the need of basic ingredients, and fuel oil (BBM). Following the World Health Organization's declaration of COVID-19 as a pandemic and the discovery of a positive case in Indonesia, the Indonesian government has implemented physical distancing measures to lessen the risk of the virus spreading. Policies pertaining to labor, study, and religion at home are used to restrict social contact. Since March 16, 2020, a number of Indonesian enterprises have started to establish Work From Home (WFH) policies in response to the government's call. Additionally, even after putting the WFH policy into place, a number of businesses still make sure that their operations can continue in order to avoid interfering with the various measures they have taken to deal with the COVID-19 crisis. These measures are all based on three main principles, which include: Ensuring the safety and protecting Master's health consistently working to meet corporate goals that have been set.

Teachers and lecturers are encouraged to work from home by the Minister of Education. Nadiem said that utilizing technology, instructional tasks may be completed from home. For the time being, instructors and lecturers in COVID-19-affected regions should refrain from attending classes or the campus. I've heard that many instructors continue to engage in their regular activities. The Minister of Education and Culture, Nadiem, made this plea to instructors and lecturers on the temporary suspension of in-person instruction in schools and colleges in regions impacted by the coronavirus, or Covid-

19. It is also recommended that educators and education staff refrain from visiting schools or campuses.

The goal of this research was to gather data about the benefits and drawbacks of working from home (WFH) during the COVID-19 epidemic.

1. Methods

In order to gather information on the benefits and drawbacks of working from home during the COVID-19 epidemic, research utilizing the case study technique of exploration and research methodologies using qualitative case study methods were used. Six instructors and parents of students participated in this research. Respondents were assigned the letters R1, R2, R3, R4, and R5 for anonymity reasons. Semi-structured interviews were carried out, and a list of interview questions was created based on relevant research. Teachers and parents of pupils at a Tangerang primary school participated in this research as respondents.

Table 1. Profile of Respondents

Initial	Gender	Age	Education	Status

R1	Male	25	Married	S2
R2	Female	33	Married	S1
R3	Female	41	Married	S2
R4	Male	39	Single	S1
R5	Female	42	Married	S2
R6	Male	31	Married	S1

Semi-structured interviews are the main form of data gathering, while secondary data is gathered from published sources like books and journal articles. The sample size for this research was restricted to six Tangerang City residents. Purposive sampling was used to choose the sample for this exploratory case study. Purposive sampling is a methodology used in qualitative research to accomplish certain study goals. As long as the required data can be collected and produced, there is no limit on the number of respondents who may be included in a purposive sample (Bernard, 2002). Creswell (2013) offers observations and a number of sample size suggestions for case study research, ranging from no more than four to five instances. Interviews with the respondents in the case study continued until data saturation was achieved and no more information could be gathered (Guest et al., 2006; Krysik and Finn, 2010). Prior to the interview, each responder submitted information sheets. The interview takes held at a convenient location for the participants. All interviews were audio recorded and verbally transcribed once consent and permission were obtained.

- The most important aspect of qualitative research is data analysis and interpretation.
- The following study questions were posed in order to investigate and gather data on the benefits and drawbacks of working from home (Work From Home) during the COVID-19 epidemic in regard to teacher performance:
- • Describe the benefits of working from home.

2. • Describe the drawbacks of working from home.
3. Research Result

The goal of this research was to gather data on the benefits and drawbacks of working from home and how it affects Tangerang primary school teachers' performance. Every participant's answer was an original quote that was cited exactly as the responder said it.

Theme 1: Benefits of the Work Form Home (WFH)

Several of the participants provided statements:
A.WFH is more adaptable in finishing tasks, ... (R1). Those who operate in front of laptops every day will undoubtedly need a unique desk and chair for their workspace. Of course, there are instances when educators get disinterested and want a fresh environment. (R2)
Several of the participants provided statements:
A.The instructor may work from home from any location, just as when they work from home. from the patio, dining area, living room, bedroom, and so on. The instructor is able to gauge how comfortable he is at work. Crucially, the instructor may assume all accountability for the work that has to be done that day while working from home. (R3). It's not necessary to constantly adhere to office hours while working from home. You may even open the laptop right away in the morning and make monthly payments. (R3)
Several of the participants provided statements:
A.There is no need to pay for petrol or transportation expenses while working from home. Additionally, you can save time while on the road. (R4).Make the most of this Work From

Home incentive if you often get stopped in traffic on your way to work. Additionally, you may reduce your stress levels by working from home. (R5) ... Naturally, productivity at work will rise when stress is not seen as a burden. In this manner, you may do the task fast. (R1)
Several of the participants provided statements:
A.A few pointers: don't work in your bedroom to prevent the potential haunting sensation of sloth; remember to take a shower and dress well; and listen to your favorite music to lift your spirits.A teacher's job satisfaction may increase when they are able to do tasks more quickly and efficiently. You will naturally be more enthusiastic tomorrow if today is able to complete the task successfully. (R2).The presence of work satisfaction will undoubtedly boost the teacher's output and commitment to the organization (R4). The Work From Home policy makes it easier to split responsibilities. Sometimes he concentrates on his work hours, and other times he may focus on his personal life without being burdened. (R6)
Several of the participants provided statements:
A.One further benefit of working from home is that you will have more time for leisure activities and family get-togethers. It's obviously enjoyable, isn't it? (R5)
Several of the participants provided statements:
A.The teacher may provide a more secure, cozy, and supportive environment while working from home. For instance, the teacher may work on the house's back porch while serving hot tea and snacks. Alternatively, the instructor may work in the living room while listening to instrumental music to improve focus. (R6) The instructor can steer clear of any unwelcome distractions. Increase productivity (R2)

Theme 2: Work Form Home (WFH) Loss

Several of the participants provided statements:
A.Losing motivation at work is one of the drawbacks of working from home. The causes vary widely; for instance, the home environment differs from that of an office, and the working environment is not as anticipated (R2)
Several of the participants provided statements:
A.You should stop pushing yourself and take a rest when you are no longer motivated to work. The motivation to work will gradually fade if you push yourself. (R3)
Several of the participants provided statements:
A.When working at an office, the internet and power are paid for by the firm. But when a teacher works from home, things are different because of the potential for power and internet prices to increase as a result of constant usage (R3). You should definitely have a separate budget to prevent the cost from growing in order to reduce the losses from working from home (R2). When using free public Wi-Fi, it is best to avoid giving your phone number or email address since this may lead to data security issues (R3).

4. Discussion

Theme 1 Benefits of Work Form Home (WFH)

WFH exercises provide for more flexibility in accomplishing tasks. Individuals who operate in front of a laptop on a regular basis will undoubtedly need a particular workstation and chair. Naturally, nevertheless, there are instances when educators get disinterested and want a fresh environment. In order to optimize teacher effectiveness, different institutions often provide additional spaces in the office. In a similar vein, a teacher who works from home may do so from any location. from the patio, dining area, living room, bedroom, and so on. The instructor is able to gauge how comfortable he is at work. Crucially, the instructor may assume all accountability for the work that has to be done that day while working from home. Teachers do not have to adhere to office hours, which is one benefit of working from home. One advantage of working from home is that you don't have to pay for petrol or transportation. Teachers may also avoid wasting time

traveling. Make the most of the advantages of working from home for educators who often get caught in traffic on the way to school. Additionally, you may reduce the amount of stress you encounter by working from home. The amount of work that has to be done is one of the stressors, along with traffic congestion on the way from home to school. If the instructor has good time management skills, working from home won't be an issue. Naturally, productivity at work will rise when stress is not seen as a burden. In this manner, you may do the task fast. A teacher's job satisfaction may increase when they are able to do tasks more quickly and efficiently. Naturally, you will be more enthusiastic tomorrow if today is able to complete the task successfully. Teachers' loyalty and productivity will undoubtedly rise in the presence of work satisfaction. Some individuals are sometimes forced to lose the balance between their personal and professional lives due to the many demands of their jobs. The Work From Home policy, however, makes it easier to split the responsibility. Sometimes he concentrates on his studies, while other times he has no trouble going about his personal life. Having extra free time to spend with your family is another benefit of working from home. in the office. For instance, the sound of people conversing, the voices of colleagues on the phone, sometimes lengthy meetings, air conditioning that is either too hot or too cold, and so forth. Teachers may provide a more safe, cozy, and favorable environment while working from home.

Theme 2: Negative Impact of Work Form Home (WFH)

Teachers may become less motivated at work as a result of working from home. There are many other causes, such as the work environment not being what one would anticipate, the home environment not being like an office, being sidetracked by social media and other entertainment, and so on. Teachers should take a break and not push themselves when they are losing enthusiasm to work. The motivation to work will gradually fade if you push yourself. When working in an office, the organization is responsible for paying for the internet and energy. Teachers who work from home, however, may face higher power and internet bills as a result of their frequent usage. Teachers should have a particular budget to reduce the drawbacks of working from home, such as increased expenses, data security concerns, and the need to use the internet in public places. When using free public Wi-Fi, you shouldn't provide your phone number or email address as this might lead to data security problems. Be cautious when reading documents or entering passwords, and always lock your laptop. Office meetings should ideally take place in person in a designated space. Teachers who work from home are forced to use technology to interact with their coworkers.

Work from Home is now regarded as the most successful work order, despite the fact that many individuals question its efficacy. Because working from home may assist guarantee that company operations continue to function smoothly in addition to aiding efforts to reduce the danger of Corona virus spread. Companies must take the following five actions to ensure the successful implementation of the Work From Home policy.

Make Work From Home protocols apparent: Before implementing Work From Home for instructors in the office, protocols must be made apparent. This process is designed to allow your instructor to continue working effectively from home. Regarding the details of the process you need to create, it must contain information regarding the teacher's daily work hours, how they must submit their assignments, and how they must provide updates.

Teachers will be inspired to work diligently even when they are not in the office if there is a clear Work From Home policy. Additionally, you will feel more at ease since every teacher's work will be closely observed.

Conclusion

Work from Home (WFH) provides benefits and drawbacks for educators. If the teacher and the school approach it properly, it may be implemented successfully. Even if they are working in various locations, both sides need to be more aware of the circumstances that arise while still giving their best effort. Remember to communicate as much as possible to steer clear of undesirable situations. To ensure that instructors don't miss a day of work from home due to lack of productivity, make effective use of technology, create a list of things you want to accomplish more, and indicate the desired output. Remember to keep an eye on the health and cleanliness of every outlet if the instructor is still required to work. Make sure to regularly wash your hands under running water with soap. Additionally, you must have this hand sanitizer available at every location so that additional instructors who are still arriving may use it. Naturally, the laptop or computer becomes the primary weapon while working from home. To avoid slowing down the completion of work, always make sure the laptop is free of germs, that the battery is completely charged, and that all of the apps are operating effectively. The internet becomes one of the tools you need to prepare for at work. You can communicate with each other with ease if you have a reliable internet connection. Having a pleasant workstation for teachers is crucial, particularly when working from home. In this sense, support for affordable and sufficient internet access is also quite beneficial. In this situation, human resources must also start to be developed so that all the tasks that should be simple to do with the quick development of technology may be completed successfully and without any hindrances. Additionally, the community needs to start considering side occupations that may be used to cope with situations that are now unfeasible. Hopefully, both the globe and this global catastrophe will soon recover, allowing all activities to return to normal. The best course of action is to stay at home in order to stop the infection from spreading. However, this is inextricably linked to the issues that may arise in the future, such being unable to do a variety of routine tasks both at work and in general. People in the neighborhood won't have any money if they don't work, and they won't be able to meet their daily necessities at home. If allowed unchecked, this will seriously upset the community's economic equilibrium. In order to address this, the government is anticipated to facilitate the community's ability to continue working even during a viral pandemic that necessitates staying at home via the Work From Home (WFH) policy. The community believes that working from home would substantially benefit them via this strategy, yet it is inextricably linked to the increasingly challenging work system.

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