

## *Work Life Balance and Work From Home*

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**Abstract – The spread of Covid-19 for 2 years in Indonesia forced organizations to change the way they work to survive in the midst of the Covid-19 pandemic. One of the policies taken is to implement a work from home policy. PT Prima Terminal Petikemas is one of the companies that implement work from home due to the Covid-19 Pandemic. Work from home can be interpreted as an alternative work arrangement where employees can do work from home. In Indonesia, working from home is a new thing for employees. This research aimed to determine the level of work life balance at PT Prima Terminal Petikemas during work from home. The sample in this study were 55 employees of PT Prima Terminal Petikemas. This research used One Way ANOVA analysis and statistic descriptive. The sampling technique used in this research is saturation sampling method. The data were collected by using questionnaires and then analyzed by using SPSS version 26.0 for windows and Smart PLS 3.2.9. The results of this research showed that the majority of the subjects were able to balance well between their personal life and work while working from home. The results of this research can also be used as a basis for companies to be able to maintain consistency in presenting a conducive work atmosphere, giving employees the freedom to set their working hours, and providing time management training so that employees can determine priorities while working from home.**

**Keywords – Work Life Balance, Work From Home.**

### I. INTRODUCTION

The spread of COVID-19 (Coronavirus disease-19) has caused disruption to workplaces around the world. The International Labor Organization (ILO) estimates that in the first half of 2020 nearly 93% of employees worldwide will have to experience workplace closures. To anticipate the occurrence of workplace closures, many companies are starting to work from home [1]. In Indonesia, the implementation of work from home is regulated in the Public Activity Restriction (PPKM) regulations [2]. The implementation of the work from home policy in Indonesia is not because many organizations already have a method or culture of working from home, but only to reduce the spread of COVID-19. This is a challenge for companies to maintain employee performance while working from home. work from home has played a role in overcoming the problem of balance between work and personal life for employees.

Work from home is considered very effective for employees who consider family factors while working [3]. Because by doing work from home employees are given the freedom and flexibility to plan when, where, and how they work [4]. Employees who work from home have characteristics where in carrying out their work they have a flexible role, in addition to acting as employees they also act as parents, children, and have other roles outside of their work [5]. In addition, unclear boundaries between work and personal life while working from home will cause excess working hours which will increase stress [6].

Work life balance is one of the important factors that can affect the performance of an employee when implementing work from home. Companies need to pay attention to a healthy lifestyle by paying attention to the balance between personal life and work, this can be useful in improving employee performance [7]. Work life balance is a necessity for employees to get and maintain a balance between personal and work life. Work life balance is a condition where there is a balance between personal life and work, so that it can cause employees to carry out their roles effectively [8]. Employees who are able to balance their personal life with work, these employees will be more able to effectively allocate their energy and time to carry out the demands

of work [9]. Basically, the application of work from home can provide balance and quality of time for employees to be able to spend time with family and be more efficient at work [10].

Conceptually, work life balance is the main factor that can affect employee performance improvement and has a positive impact on organizational performance in general [11]. But there are difficulties in balancing work and personal life when working from home. This is because when working from home means that an employee has to do household chores, take care of children and do office work at the same time. Therefore, companies must think about a balance between work and personal life for employees who work from home and must manage it well so that there is no decrease in employee performance [12]. Employees who cannot balance their personal life and work will be vulnerable to life conflicts that will have an impact on performance. Therefore, the company must make a clear policy or regulation so that employees can carry out their duties and responsibilities between their personal and work lives in a balanced way [13].

## II. PURPOSE AND METHODS

This research aimed to determine the effect of work life balance on employee performance while working from home at PT Prima Terminal Petikemas. The subjects in this reasearch were 55 subjects. Work life balance was measured by the scale developed by Fisher et al [8]. The measurement scale used Likert scale consist of favorable and unfavorable items of 4 work life balance aspects, they are Work Interference with Personal Life (WIPL), Personal Life Interference Work (PLIW), Personal Life Enhancement of Work (PLEW) and Work Enhancement of Personal Life (WEPL). Each item includes five possible choices consisting of Very Often, Often, Sometimes, Almost Never, and Never with a score of 1 to 5.

The work life balance scale used in this research was adapted from the Indonesian version of the work life balance scale proposed by Fisher which consists of 17 items. Furthermore, the validity test obtained by professional judgement and the construct validty use Confirmatory Factor Analysis (CFA). The total items before the test was 17 and after the test it was reduced to 16 items. The coeficient reliability og the instrument is 0.957 which has a high reliability degree. Data analysis was carried out with descriptive statistic and One-Way ANOVA.

## III. RESULTS AND DISCUSSION

The descriptions of respondents in this study are :

Tabel 1. Respondents Based on Gender

Gender	Number (N)	Percentage (%)
Male	45	81.82
Female	10	18.18
Total	55	100

Based on table 1, it can be seen that most of the subjects are males with 81.82% and females with 18.18%

Tabel 2. Respondents Based on Education Levels

Education Levels	Number (N)	Percentage (%)
S2	7	12,73
S1	35	63,64
D3	9	16,36
SMA/SMK	4	7,27
Total	55	100

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Based on table 2, the majority of subjects have an education level of S1 (Bachelor degree) with 63.64%, D3 (3-year Diploma) with 16.36%, S2 (Master degree) with 12.73%, and SMA/SMK (Senior High School) with 7.27%.

Tabel 3. Respondents Based on Career Stage

Career Stage	Number (N)	Percentage (%)
0-2 years	35	63,64
3-10 years	20	36,36
>10 years	0	0
Total	55	100

Based on table 3, the subjects are divided into three career stages which are early career stage with 81.86%, mid career stage (3-10 years) with 12.25%, and late career stage with 0%.

Tabel 4. Categorization of Work Life Balance

Formula	Categorization	Number (N)	Percentage (%)
$X < 37.4$	Low	7	12.7
$37.4 \leq 58.6$	Medium	14	25.5
$X \geq 58.6$	High	34	61.8

Based on the table above, it can be seen that the employees of PT Prima Terminal Petikemas who work from home have a high level of work life balance, 34 employees (61.8) are included in the high category, medium category are 14 employees (25.5%) and low category are only 7 (seven) employees (12.7%). This can happen because the majority of the subjects in this study were male as many as 45 subjects (81.82%) and only 10 female subjects (18.18%). Gender differences can affect the level of employee work life balance while working from home. While doing work from home women face difficulties in balancing their personal life and work. Because when working from home means a woman has to do housework, take care of children and do office work at the same time [14].

Then, the majority of the subjects of this study had a working period of 0-2 years as many as 35 people (63.64%). Differences in tenure can affect an employee's work life balance [15]. As it is known that the implementation of work from home began in early 2020, which illustrates that the majority of subjects in the study started working when the implementation of work from home had begun. This allows the subject to be accustomed to balancing between personal and work life while working from home or it can be said that the majority of subjects do not need to adapt to a new way of working.

## IV. CONCLUSION

This research describes the level of work life balance at PT Prima Terminal Petikemas during work from home. It can be seen that the majority employees of PT Prima Terminal Petikemas who work from home have a high level of work life balance, 34 employees (61.8) are included in the high category, medium category are 14 employees (25.5%) and low category are only 7 (seven) employees (12.7%). Employees of PT Prima Terminal Petikemas can balance their personal and work lives. So with the occurrence of work life balance can maintain employee performance while doing work from home.

The results of this research can also be used as a basis for companies to be able to maintain consistency in presenting a conducive work atmosphere, giving employees the freedom to set their working hours, and providing time management training so that employees can determine priorities while working from home.

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