

The Importance of Work-Life Balance Before and During Work from Home After the Covid-19 Pandemic Situation

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Abstract

Throughout the Covid-19 endemic, many activities were not tried by looking at the face, as a result of which many views of life changed. One of the most noticeable changes is the place of activity. The place of activity is one of the aspects that contribute to the production power of the activity. Not only that, the endemic covid-19 has also changed the activity system from serving in the office to duty from home with the aim of deciding the link between the spread of Covid-19. The intertwined changes require employees to be able to create a work-life balance as a result so that the life of activities and individual lives are not hampered. The purpose of this research is to recognize the importance of work from home and work-life balance to the production power of Covid 19 paca activities. The methodology used is a qualitative procedure with a bibliography research analysis method from various bases (daily, novel, internet) through conventional information. This means that researchers use research first with an elastic similar to the base and a bottom reference for improvisation. The results of this research can be concluded that the work-life balance and work from home after Covid 19 are balances in carrying out professional traditions.

Keywords

work-life balance; work from home; post-covid 19 pandemics; Indonesia



I. Introduction

Corona Virus Disease or Covid-19 is endemic. Experts and epidemiologists get along that physical distancing is one of the methods to reduce the spread of this virus. Covid-19 has resulted in a change in almost all views of people's lives in just a matter of months. The ruler makes provisions in his duties is Work from Home (WFH). With this guidance, until the latest activity system for WFH employees must be matched. This latest pattern of activities causes instability and instability which makes WFH a certain challenge for company employees (Pancari, Fiona Putri Dyah & Mardani, 2022). Work from Home has actually been widely applied by workers. The outbreak of this virus has an impact of a nation and Globally (Ningrum et al, 2020). The presence of Covid-19 as a pandemic certainly has an economic, social and psychological impact on society (Saleh and Mujahiddin, 2020). Covid 19 pandemic caused all efforts not to be as maximal as expected (Sihombing and Nasib, 2020).

One illustration is the activity method, where office employees, (white collar) are required to adopt the latest activity patterns, is a system of remote activities that are tried from home (work from home). In the short duration, broad-line industries such as Microsoft, Twitter, Google, Hitachi, Apple, Amazon, Chevron, and Spotify also practiced the work from home (WFH) policy. WFH is a realistic and logical solution for most

workers at this time because the World Health Organization has legally reported the corona virus (Covid-19) outbreak as endemic. The same is true in Indonesia.

The industry is obliged to practice physical distancing at the place of activity even though it is obliged to risk and change the wisdom of its work area. Each industry has a certain wisdom, the kind of illustration is that it is an application once a week and also some squads are tasked in a rotating way. However, for staff who are less fit and sick, they can do their profession at home all day long, the staff is sick for treatment. However, being on duty at home also has certain challenges. Because not all professions can be tried by means of WFH (Work from Home). The illustrations are distractions that start from the family, poor coordination, and communication with the squad, the availability of office features and materials, and other distractions.

Work from Home has a bond of participation to the balanced method of living or Work Life Balance. Some research says that work-life balance and work from home affect one after another, it can cause clashes between family life and professional needs. Work Life Balance is the power that a person has in fulfilling professional obligations. At the same time, they can commit to their family outside of their role in their profession. The industry is expected to create an area of activity that is Work Life Balance to equalize the double position of its employees in order to create a balance of activity life. This design can have positive consequences for his company if applied to the right person (Andriyana, Ahmad Saoki & Supriansyah, 2021).

The benefits of work-life balance include Awal, increasing production power. By balancing life in the office and outside the office, it is to make employees happier. This feeling of joy wants to make employees more productive and able to share innovations for better abilities. Second, avoid stress. The weight of missed activities has the potential to cause stress of the mind. However, that stress of mind can be protected with good management of the duration between duty and leisure. Third, it is fresh in body and spiritual. Setting a fresh lifestyle and a good duty pattern will produce a fresh body and psychological situation as a result of which any profession can be completed with lightning and feels light. Fourth, increase the bonding better. Having a work-life balance results in employee ties with family, relatives, and friends of activities to be better because they have a duration allowance for connecting. Fifth, have a duration for activities outside the profession. Employees can have the duration and power to be able to carry out other activities outside the profession such as carrying out hobbies, sports, association with communities, roads and some of them.

The work from home application does not only share the consequences to the industry but also on employees which are caused by many factors, one of which is the area of activity. The activity area can be referred to as a place for a workman who is able to familiarize between the methods and arrangements of activities. In addition, the activity area is able to share the consequences of optimal performance and production power of employees that are suitable for the atmosphere of work, activity ties and activity facilities (Nurmin Arianto, 2020). Not only due to the activity area, Heathfield (2019) in Oswar Mungkasa also shared the design due to the ability of employees to production power is to be flexible schedule, as well as long-distance duty (telecommuting), of course not only on full duration to serve while (Ministry of National Development Planning / Bappenas, & Mungkasa, 2020).

A survey tried by Johnson (2020) of 887 marketers at various sales agencies in the UK in mid-March found that 73% of marketers believed they were more effective when on duty remotely. After that, another 68% of marketers believed they were on duty longer

at home. However, only a quarter of respondents believed that duty from home would disturb an individual's life. Purwanto (2020) carried out research on problems in the endemic era of Covid-19 with respondents in one of the elementary schools in Tangerang, West Java, which created various advantages and disadvantages of the Work form home system. The positive consequences of Work form home include respondents feeling that there is freedom in completing the profession, not needing to go to office hours, not generating transfer fees, can reduce the level of thought pressure of activities and the stress of thoughts due to congestion then routes, and increase the duration of leisure. Meanwhile, the negative consequences are the disappearance of activity drives, electricity and internet payments, and information security problems. From the results of the exploratory warnings tried by Purwanto, it is interesting to try further research to recognize whether work form home has positive consequences for teachers, including minimizing the stress of the mind of activities and providing a lot of leisure duration.

When before the covid-19 endemic, the design of duty from home had been offered by several large donors of activities to employees because there were benefits that were handed over to both activity donors and employees. Remote activities have been mistaken for a meaningful tool to reconcile the profession and family. Most industries in Europe and America have long practiced remote activities and duty from home. The results of empirical research prove that remote activities can increase the life balancer of activities without reducing production power under special conditions.

II. Research Method

This research adopts the bibliography research procedure. The methodology used in this research is literature research and empirical research from various novels and daily research first, with a focus on the importance of work-life balance work from home, after the Covid-19 pandemic. Information collection uses tracking engines such as Research gate, Perish or Publish and Google Scholar.

III. Result and Discussion

3.1 Work-Life Balance

Work-life balance means the step of something happiness that has a relationship with the flexible position of one to the activities of employees (Rahajeng, 2021). Not only that, work-life balance is a design of supporting the fight for workers or employees in managing the relationship between professions and other meaningful views in their lives (Yahya, Reni Zulia, 2020). Work-life balance can mean a balance between the life of the profession and the life of the individual (Safitri, Febriani Selvia Devi, 2021) There are three formats in the work-life balance taken by the daily (Rahajeng 2021), namely Harmony for duration, Balance to intellectuals (participation), Harmony of satisfaction

Wok-life balance is a balancing situation in two insistences, namely the profession and the situation of one person. Furthermore, Delecta in (Qodzarina, Diah Lailatul, 2018) added that work-life balance is the skill of a person or people to fulfill obligations in their work and always be committed to their family, and responsibilities outside other professions. Another description of work-life balance by McDonald and Bradley in (Lingga, 2020) is the extent to which people feel satisfied and participate in a balanced way in their roles in other professions or lives outside the profession.

We have a life of activity and a home life. And we have, it cannot be, not remembering how to protect them always apart. Climbing the ladder often wants

employees to be on duty for long hours and overcome difficult problems and the environment. Some days at the place of activity can be exciting and positive and others days, full of tension and stressful thoughts. The usual indecision for many people is how they manage the whole urge to compete in the profession as well as life and stay away from letting the minus impact of the profession spill over to the individual they live. Research has actually proven that employees who believe they don't have the duration for an individual's life feel drained and choked up when they are on duty again. Not only that, the overflow of views minus the profession into the individual life of employees can cause activity fatigue, obstacles to ties with family and friends, running out of enjoyment, and an increase in mind pressure.

The balancing of activity life is about producing and maintaining cooperative and fresh areas of activity, which is to allow employees to have a balance between professions and individual responsibilities and thereby strengthen employee compliance and production power. A lot of research has been tried on the life of balancing activities. Employees face a large experience of activity in the level of clashes between professions and families, stemming from the hand-wringing of work to the family and the tension of the guards. When the weight advantage position is included, after that nearly 60 percent of the employees surveyed face work-family clashes. However, some people seem to manage the success of a positive work and individual life easily.

Work-life balance is defined as the amount of duration spent carrying out the profession compared to the amount of time spent with family and carrying out circumstances that can be difficult to obtain the right balancing of activity life. Experts say success lies not only in careful determination of how to spend money, but in justifying getting used to life and professions when the desire to change. Many times, let alone small turns can make comparisons. Unruly agendas and unresolved home life can cause mental stress, poor ability in places of activity, as well as clashes with family and feelings of fatigue that can make doctors question whether they want to stay in the medical field. Work-life balance is a safe balancing condition that is achieved between the important priorities of their professional position and their individual lifestyle. The majority of psychologists would like to agree that the insistence on a person's work cannot go beyond the expertise of people to enjoy the individual happiness of life outside the business field.

3.2 Work from Home

Work from home can be called to carry out activities in the place where workers live, more precisely it is a carwayan to carry out a profession that is generally in the office so at home or in the place where the employee is located (Yahya and Laura 2020). Not only that, work from home means employees who carry out professions and activities in the office, replaced by the action in the place of residence. Always fit into the guidance, roles, and responsibilities possessed by the employee, Narpati et navy (AL). 2021).

- a. The elasticity of the atmosphere of the activity, in other words, shares opportunities for employees to carry out obligations that are emphasized by superiors or leaders.
- b. The formation of employee disturbances and stresses stemming from the employee's life problems has an impact on the structure of daily activities.
- c. Observed from socialization, it can result in a sense of closeness to each family body. This matter is very meaningful for employees in support of completing their professional obligations.
- d. It is reduced to the point of accelerating the duration of the trip to the place of activity.
- e. Can share health and counterbalances on duty.
- f. Creating inspiration for creativity in dismantling problems.

g. As an analogy and separation between the home profession and the office profession.

Work from Home is arguably also on duty but is not located in an official activity environment or area. For Ashal (2020) professions that are tried in a way far or indirectly from the office through the adres themselves. Therefore, workers do not want to meet in a physical way. Work from Home (WFH) is a title that is often used because of the COVID-19 virus which makes all of us obliged to isolate ourselves and protect our distance from others. There is a change in the body in providing professions or responsibilities to employees by distributing taboos for employees not to serve in the office and collecting similar disaturuangan, as a result of making employees obliged to serve at home and the matter is known as Work from Home (WFH). Work From Home may seem easier but for (Suryani, 2020) serving at home can be meant as having 2 earths (both exclusive or audience, family and profession) by simultaneously in one limited area.

3.3 The Relationship between Work from Home and Work Life Balance

Advances in data and telecommunications technology at this time allow employees to be on duty from home. This matter can share many benefits, such as sharing a more flexible duration for an employee to carry out activities with family. Reporting that "flexible activity applications are useful for employees as well as masters" (Shah., 2015). On duty remotely or on duty from home can bring increased safety, production power, and area. Employees welcome efficacy, a kind of better balancing of activity life when on duty remotely, can spend more time with family, exercise more orderly, and enjoy passions. This efficacy can increase the cheerfulness of workers (Setiawan, 2020).

The atmosphere of activities throughout Work from Home can be quieter as a result of helping employees concentrate on duty and be able to complete the assigned profession within the duration. That way, employees have a fair amount of duration to carry out positions outside the profession. Reporting that Work from Home can help improve employee work-life balance. Bringing to report that Work from Home can share positive consequences, is to share elasticity to equalize activity and non-work commitments (Bawa, 2014). However, duty from home also has the potential to cause minus consequences, such as making the activity hours further as a result of which it is feared that Work from Home disturbs family life as a result of causing clashes in activity life. Sourced from the explanation first, until the assumption is formulated as follows: employees have a sufficient duration to carry out positions outside the profession.

This is in line with the opinion of Bringing reports that Work from Home can share positive consequences, is to share elasticity to equalize activity commitments and non-work. However, duty from home also has the potential to cause minus consequences, such as making the activity hours further as a result of which it is feared that Work from Home disturbs family life as a result of causing clashes in activity life. However, duty from home also has the potential to cause minus consequences, such as making the activity hours further as a result of which it is feared that Work from Home disturbs family life as a result of causing clashes in activity life.

3.4 Work from home experience and changes in working hours

Based on the JILPT survey, approximately 30% of the people on duty in December 2020 had experience serving from home. Of them, nearly 70% took part in duty from home throughout the early wave of endemics(March to May 2020) for the beginning of the time (Training), 2020). It can be observed that duty from home grows fast throughout that time span. However, of these similar respondents, approximately 40% did not learn to serve from home as in December of the same year, which proves that the challenges of always

making duty from home are prolonged. Not only that, it has become apparent that serving from home as long as the endemic is not practiced in a form of way by all people, because it leads more commonly in special groups of groups, such as those who are located in white-collar professions (management, reliable and administrative workers, etc.), large industries, and large-income groups.

We can see the clock as being in a state of emergency duty as shrinking in an important way throughout the state of the emergency era, free from whether duty from home is practiced or not. The clock in charge of falling pointed among those who did not face duty from home throughout that span of time was not astounding. This is because many of these workers took part in industrial eating and drinking or in other interpersonal services that did not easily adjust to duty from home, and, furthermore, were located at the bottom of the heavy point of speeding up the clock business amid the ruler's insistence on residents to refrain from going outside and walking. It is worth noting here that the shrinkage of activity hours is visible among those who move from home. Perhaps the aspect that contributes to the shrinkage of activity hours for those on duty from home at the bottom of the emergency condition decreases over time in line with duty from home. The other is the shrinkage of the pointed in the intertwined hours of activity because being on duty from home is the emergency action to decide the highest priority for regulating inflammation that limits the surgery of the usual business field.

The shrinkage of activity hours throughout the emergency conditions was enormous among those who faced duty from home throughout the initial wave but did not continue until December 2021 (i.e., "professional but not" class continued to serve from home). However, looking at the value of December proves that the group after that enjoyed a major cure that was close to the level before it was endemic. It is predicted that this team is loaded quite a lot of it whose work ability goes down in an important way (i.e., who is located in a condition that is close to "settling at home", etc.) when on duty from home begins to be used at the bottom of the emergency condition but who returns to the office after the emergency condition is lifted.

IV. Conclusion

Being in charge from home has some advantages and disadvantages. The benefits that are usually experienced by teachers include flexible duration of activities, closer to family, increased technological capabilities, and relatively safe health. The shortcomings that are often experienced are the rhythm or pattern of disorderly activities, which causes uncertainty in the limits of activities and non-workers and increases the cost of internet and electricity operations. The quality of the online profession wants research in the next era. At this time, there is no time to detail the quality collateral of online teaching procedures because the key purpose is to protect the way the profession is and continue it in what form is also possible.

From some of the results of previous research, in elastic work from home there is a comparison of each research. Of the daily portions that are the subject of research, 28.57% of them positively affect the production power of activities. Another 28.57% proved that it affects minus. And 42.86% daily produce if there are no positive or minus consequences. It can be concluded that each research creates different conclusions, related to the subject and research procedures. On the other hand, for elastic work-life balance and work from home after Covid 19, most research creates that work-life balance affects positively and is important to the production power of activities. So, it means that the work-life balance and work from home pacs Covid 19 are the balance in carrying out professional traditions.

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