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- **The introduction** contains a description of the research background, research questions, and research objectives and the literature and/or theory that underlies the research, development of hypotheses, and research models (if any).
- **The research method** describes the selection and collection of data, measurement and operational definition of variables, and methods of analysis.
- **Results and discussion** present the results of the analysis and data as well as a discussion of these results.
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Reference

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Impact of Work-From-Home Policy on Behavior and Productivity of Lecturers and Education Staf

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Abstract

To break the chain of COVID-19 virus, Work-From-Home (WFH) policy is enforced to the university in Indonesia and among place is the Faculty Economy and Business Universitas Pembangunan Nasional "Veteran" Yogyakarta. This research purpose is to identify the influence of WFH on productivity of lecturers and education staff with technology as its intermediate variable, during this COVID-19 policy. This study uses quantitative methods with 96 from 120 respondents. The data was collected using a questionnaire, then tested the validity, reliability, and evaluation of the model structure. The results of data processing explained that there was no relationship between WFH and technology-mediated behaviour. A different yield of WFH data processing with productivity. It was found positive and significant influence but mediated partially competitive by technology. The path coefficient value of the direct relationship between WFH and productivity, that the indirect relationship between WFH and productivity is mediating by the technology.

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Introduction

Work-From-Home (WFH) policy is new method of work in Indonesia. This implementation of this policy during pandemic COVID-19 in Indonesia. WFH give many impacts for worker such as work without boundary, flexibility time, and unlimited time for working. Working with WFH method will be successful if every-body in this network working with good technology. This method working organized, controlling, and managing working with technology that is internet. Flexibility time and working without strict rules decline stress level for worker. This situation increase productivity and building a new behaviour for working. The results of research conducted by Frey et al (2020) stated that during the COVID-19 pandemic the use of technology in the education industry increased by around 12.5% and will continue to rise. Rapp, Tirassa, & Tirabeni (2019) in their research explain that human and computer interactions design a lot of technology used to support changes in human behaviour. Technology makes it easier for humans to move and fulfil their needs. Erickson, Moulton, & Cleary (2018) issued a review stating that the use of technology at work hurts employees. The use of technology that can be used anywhere and anytime increases employee working hours more than it should. Even workplace conditions that are too dependent on technology have caused some employees to become Research methods should make readers be able to reproduce the analysis. Provide sufficient detail to allow the work to be reproduced.

Mungkasa (2020) explained that working from home or work from home is the responsibility of work performed by an employee for a certain period outside the office with the help of technology. The remote working categorization is divided into 3 categories. First, workers who work telecommuting. Second, the work is carried out in the satellite office and third, in mobile work. MacRae & Sawatzky (2020) explain that remote work is a new working method that is currently being developed. The development of this work method is due to the use of technology, not knowing

demographics, the flexibility of employees related to improved productivity, job satisfaction, and agreed work contracts.

Longino & Longino (2015) define behavior as something or someone's actions that can be observed, measured, and repeated. This behavior can be measured using the target behavior that can be set for the assessment. Navrátil, Hladká, David, & Duspivová (2017) explain that Work From-Home has criteria in its implementation. WFH is a working trend that is flexible by working hours determined by the organization. Apart from being flexible, WFH also provides freedom in working hours and work processes that use technology. Terms that are often referred to in addition to WFH, such as remote work, homeworking / home office, home-based work, teleworking, and others. Nordin, Mohd Baidzowi, & Razak (2016) states that working at home helps employees lead a balanced life without being constrained by office hours and free scheduling. Life balance is obtained from reduced stress loads, reduced transportation costs, and no reduced responsibility to the family. The use of technology helps employees in Malaysia to work from anywhere. The results of research by Saludin, Karia, & Hassan (2020) conducted the same study in Malaysia. The study concluded that WFH is a solution to having a balanced life and recognition. The results of this study also provide a framework that explains the factors that trigger the realization of WFH and the basic requirements that organizations must have in their implementation. The triggering factors are management, competition, nature of work, attitudes, Internet Communication Technology (ICT), knowledge, employee desires, and costs. Requirements that must be met by organizations such as space, employee status, nature of work, working hours, communication/ ICT, reward systems, employee home-work, cost savings, and legal issues.

Based on the existing review literature, the proposed hypothesis is presented as follows.

- H₁: Work From-Home (WFH) has positive impact on the behavior of faculty and academic staff with technology as intermediated variable.
- H₂: Work From-Home (WFH) has a positive impact on the productivity of lecturers and educational staff mediated by technology

Methodology

Apuke (2017) explains that research with quantitative methods is carried out to test hypotheses and test the significance and insignificance of the variables used. The design of this study used exploratory techniques using data analysis tools SmartPLS 3.0.0. The purpose of using this analysis tool is because it is exploratory or extends to existing theories. The variables used in this study consisted of 2 endogenous variables (behavior and productivity), 1 exogenous variable (WFH), and 1 mediating variable (technology).

Data testing is done by testing the validity (test loading factor, AVE value, discriminant validity, and cross loading) and reliability (calculating composite reliability and Cronbach's alpha). Furthermore, the model structure test is carried out using analysis R-Square, Path Coefficients, T-statistic, Predicted Relevance and Model Fit. The population and sample of this study were 120 lecturers and educators at the Faculty of Economics and Business UPN "Veteran" Yogyakarta with a total of 96 questionnaires returned. The assessment indicators in the questionnaire use a Likert scale of 1-7 for the Behavior assessment variables. Assessment indicators for WHF, technology, and productivity variables use a Likert scale of 1-5.

Result And Discussion

Results

The questionnaire used refers to the questionnaire prepared by the Global Workplace Analysis which is then replicated and adjusted to the conditions in the study sample. The questionnaire was distributed to 120 respondents

and the questionnaire was returned with a total of 96 questionnaires. The meta data of the 96 questionnaires consisted of 48 women and 48 men. The results of the survey data from the distributed questionnaires are presented as follows. Testing the validity and reliability of data for the variables defined in this study. The validity test was done by testing the loading factor, AVE value, discriminant validity, and cross loading. Test the validity of the endogenous variable productivity using the loading factor shows that there are 5 indicators (P6, P8, P13, P14, and P15). The validity test on the behavioral endogenous variables obtained 3 indicators (Per1, Per2, and Per3). Testing the composite reliability coefficient value must be greater than 0.70 and the Average Variance Extracted (AVE) value must be greater than 0.50. The test results of the composite reliability coefficient are presented as follows.

Table 1. Composite Reliability Coefficient, Cronbach's Alpha, and AVE Value

	Cronbach's Alpha	Composite Reliability	Average Variance Extracted (AVE)
Behavior (Y)	0.869	0.880	0.717
Productivity (Y)	0.943	0.946	0.661
Technology (M)	0.918	0.922	0.710
WFH (X)	0.967	0.871	0.794

Source: Processed Data

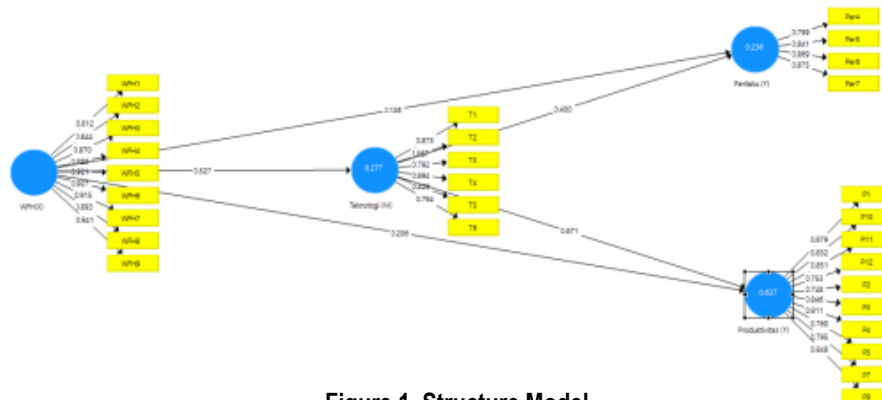


Figure 1. Structure Model

Discussion

The first hypothesis is building from literature formulated in the sentence Work From Home (WFH) has a positive effect on the behavior of lecturers and education staff mediated by technology is not accepted / not supported. Based on the results of tests carried out, the T-statistic value is less than 1.96, which means there is no significant influence between the variables.

The second hypothesis is formulating in the sentence Work From Home (WFH) has a positive effect on the productivity of lecturers and education staff mediated by technology accepted/supported. Based on the results of

tests carried out, the T-statistic value is more than 1.96, which means positive influence. P-value is less than 0.1, which means a positive impact

Conclusions

The result of the processing and analysis of the research findings is the first impact of WFH as policy implementation doesn't change the behavior of lecturers and education staff mediated by technology. Second, WFH has a partial or partial competitive effect on productivity because of the mediating variable (technology).

Limitations

This partially competitive effect of technology can be used as a basis for management to replace other factors that will fully support increased productivity. This productivity becomes necessary if the online study policy implementation in the 2020/2021 Academic Year. Lectures and online services are needed to maintain their quality optimally because of the duties and responsibilities of institutions as public servants in the field of educational services.

Research Contribution

This research makes a positive contribution to the institution as an additional consideration for stakeholders for planning preventive actions in facing uncertain conditions in the future, especially with academic services. Contribute to science and the world of education in measuring the productivity of lecturers and education personnel so that they have clear basics and standards, especially in the current conditions of learning and working from home.

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