WORK FROM HOME IN ORGANIZATIONS: LITERATURE REVIEW

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Abstract

This literature review focuses on the entire world. Researchers find that working from home increases productivity for roughly two-thirds of employees by making better use of time and travel and meet higher performance standards. The article investigates working from home on employee productivity, focusing on organizations that boost employee productivity. This study examined 30 reports to determine the organizational factor's impact when working from home. Today, working from home is a famous work arrangement with companies and employees using it to perform flexible and automated work. This study examines the impact of employees working from home (Vyas & Butakhieo, 2020). Many public and private organizations provide the option of working from home as an alternative way to carry out their responsibilities. Compared to working in an office, working from home has both advantages and disadvantages for employees (Carillo et al., 2021). A new policy must create based on practical considerations for the organization and its employees so that working from home can provide new knowledge with flexibility in working hours as a policy in the future to function optimally (Xiao et al., 2021).

Keywords: Work from Home, Organization

INTRODUCTION

The increasingly fierce competition among companies in Indonesia indicates the need for good corporate management for these competing companies. The management of a company has several aspects, namely, human resources (man), finance (money), equipment (machine), methods (method), and marketing (marketing). These aspects have a very vital function in the management of a company. The five aspects needed in managing the company are usually categorized as the management company. In this context, the management aspect studied is finance (money).

The context of financial management in a company is an important thing that cannot be separated from the company's operational activities. This study happens because every company's operating activity requires management related to finance. Thus, every company will always carry financial management because it is inseparable from the primary orientation of establishing a company, namely seeking profit.

Numerous financial components exist in a business and require immediate attention to conduct a monetary management study. These components include authorized capital, corporate

inventories, total revenue, return on assets, equity, net profit margin, debt to equity ratio, dividend per share, and price-earnings ratio. The researcher chose three financial components to examine in this regard: authorized capital, corporate inventories, and total revenue. The financial components were three selected because they are highly relevant when discussed in greater detail in a study. Financial performance is critical for every business and investor because it reflects a variety of perceptions about the company. The stronger the business's financial performance, the more appealing it will be to investors as an investment destination. However, if a business's financial performance is subpar, Investors will be viewed with suspicion.

Total revenue can be interpreted as an overall profit received by a company in a certain period. This simple meaning is in line with the opinion expressed by Wiagustini, which states that total revenue is the total income generated from a business carried out by a company. According to Wiagustini, total revenue is the company's ability to earn a profit or a measure of the effectiveness of the company's management (Wiagustini, 2013:76).

Another financial component that has a vital function in managing company finances is authorized capital or company authority capital which is the backbone of a company in carrying out its operational activities. According to Rezkinah, money has specific goals to be achieved. Therefore every company tries to meet its capital needs, and the company can also maximize profit (Rezkinah, 2016: 1-2). According to this view, capital is a critical component of a company's operations, particularly those conducted in initial public offerings.

Corporate inventory is the total amount of raw material inventory and material resources of a company to be produced and distributed to distributors or consumers. According to Rezkinah, corporate inventories are one type of current asset which is quite significant in a trading or manufacturing company (Rezkinah, 2016:35). Based on the opinion expressed by Rezkinah, corporate inventories are identical to manufacturing companies that must provide their current assets (raw materials and finished goods) on a massive scale.

The plantation sub-sector company is one type of company included in the manufacturing sector. This condition occurs because the Indonesia Stock Exchange identifies the plantation sub-sector companies as companies that process raw materials into ready-to-use or finished materials. Thus, the classification is appropriate or relevant to authorized capital variables, corporate inventories, and total revenue. On the Indonesia Stock Exchange, there are 19 companies in the plantation sub-sector.

LITERATURE REVIEW

Corona Virus Disease (Covid-19) pandemic causes significant disruptions in the operations of public-sector enterprises (Saragih et al., 2021). Public service officers use telecommunication from home to continue providing services and limit disease transmission (Bao et al., 2022). Working from home was implemented to address previously unresolved issues, although academics required further research (Feng & Savani, 2020).

There are a variety of literacy perspectives on work-life balance in the context of working from home. According to the evidence gathered, telecommunications performed at home and applied flexibly can control employees in many temporal phenomena to enhance the quality of operations inside the firm. Garrote Sanchez and colleagues (2021) Employees who work from home tend to be more productive since there is no conflict between occupations, and they feel more at ease at work because they are in a familiar setting. Working from home is an employee-oriented HR empowerment strategy (Shamshiripour et al., 2020).

Home-based telecommunications are thought to minimize the tension employees face between work and personal life, resulting in a better work-life (Pathak et al., 2015). Employees can benefit from a happy work environment by lowering turnover rates, boosting productivity, and enhancing social exchange activities (Capitano et al., 2019).

An alternate interpretation sees home-based telecommuting as a human resource approach centered on the company, with the primary goal of lowering management expenses (Amekudzi-Kennedy et al., 2020).

Employees don't have more control over work-life interfaces when they work from home, and managers have more technocratic control over distant workers when they work from home, according to Bellmann and Hübler (2012). Work-life conflicts arise due to the intrusion of work-related concerns into daily activities (Simon & Way, 2015). Furthermore, remote work might influence the extent of work and the overlap between personal life and professional duties (Timsal & Awais, 2016). This duty causes more contamination between personal and professional life, increasing the likelihood of work-life conflict rather than preventing it (Veld et al., 2016).

Work has evolved quicker than at any other time in history. Organizations have been fundamentally altered by technological breakthroughs, which have resulted in the implementation of different flexible work arrangements (FWA), the modification of work practices, and the blurring of the lines between work and personal life. Mungkasa (Mungkasa, 2020). This shift is

significant because people may create value by using technology to be more creative, imaginative, and flexible. However, employees must be excellent physical, mental, and emotional health to fulfill all jobs and adjust to this significant shift. As a result, there are some signs that employees are paying greater attention to their well-being as it affects their quality of life.

This increased concern for one's well-being has engulfed the workplace (Saragih et al., 2021). Many businesses have begun to adopt workplace welfare initiatives. Since the release of Covid-19, this has become even more of a priority. This epidemic has made the working environment more unpredictable for companies and employees. Because individuals have to work from home and adjust to new work and personal habits, stress at work during a pandemic is regarded as high. Physical activity such as traveling to public areas, shopping, or going to the gym is hampered. Employees face financial and employment uncertainty as a result of layoffs, as well as feelings of rage and despair, loneliness, and the loss of family members (Vyas & Butakhieo, 2020b). Employees who must work from the office are more likely to work in dread and stress due to the virus's danger of exposure and the increased demand for particular jobs and services.

According to a recent study, the more time workers spend working remotely (rather than in an office), the higher their expectations of flexibility. 2021 (Rawlings et al.) Employees, for example, may be able to change productivity measures by focusing on results rather than hours worked and on hours worked that are not specific. Still, the total weekly hours remain unchanged, or by employing different approaches to dealing with the demands and responsibilities of their jobs. Patanjali and Bhatta (2022). Work from home (WFH) should enable employees to handle their work environment without direct supervision from their supervisor/ manager.

According to certain studies (Saragih et al., 2021) and (Thorstensson, 2020), employees who believe they have adequate control over their job have greater happiness, performance, and well-being. A satisfactory level of autonomy in the workplace allows employees to perform a broader range of tasks, redefine their roles, and modify aspects of work that will result in effective work methods. They will then become "designers" of their work when the workplace (Palumbo et al., 2021), provide flexibility and space for employees to make decisions, redesign their jobs, and balance workloads and resources. Furthermore, this decision-making offers a more appealing environment since employees will be less stressed and more psychologically available, which might increase employee wellbeing. 2022 (Massar et al.).

However, research on autonomy and good outcomes during the pandemic indicate conflicting findings (Palumbo et al., 2021). They discovered that the freedom granted in home-based telecommuting employment significantly impacted employees' work-life balance and prompted increased burnout during the epidemic. Due to increasing working hours and the intensification of jobs, WFH frequently interferes with personal life, blurring the boundaries between work and personal life. Workers' well-being and performance are expected to suffer in Japan. A study found that working hours and rest time ambiguity were the top two disadvantages of remote work (Ollo-López et al., 2021).

And (Vyas & Butakhieo, 2020b) discovered that working from home during quarantine led to an unhealthy lifestyle (lying on the couch all day or sitting in an inappropriate chair) and reduced motivation.

METHOD

Document analysis is the design of the essay data-gathering technique. Academic publications were employed as data gathering sources in several cases. The data analysis approach used in this article is a theme analysis, which compares factors against which businesses operate from home and how these elements evolve. This research is based on scholarly publications published between 2014 and 2022.

The Oxford Journal, Elsevier Journal, and Google Scholar search for and obtain relevant scholarly literature on the subject. The keywords and key phrases "work from home," "remote work," "organization," and a combination of these keywords are used in searches. Several articles were judged to be relevant. Some of these articles have pertinent citations from other publications, which may find using the same search engines as described above.

RESULT AND DISCUSSION

Organizational Motivation to Choose WFH

As a result of the Covid-19 epidemic, numerous nations have enacted full obligatory quarantine, and the only alternative option in these countries is to work from home. Even if there is no epidemic, some companies favor working from home policies for their staff. The following are the organizational incentives for preferring to work from home: (Arifudin, 2020) mentions

cost-cutting measures for organizations such as "rent, maintenance, computer, telephone, office, utilities, equipment, etc."

(Ojala et al., 2014) also discussed the expense of office space and stated that organizations could save extra office rents by implementing a telecommuting program(Wahyu & Saâ€TMid, 2020) also highlighted a drop in the cost of employee parking spots. Other factors that organizations use to motivate themselves include (Carillo et al., 2021), increased labor productivity (Wulan et al., 2021), and (Etheridge et al., n.d.) mentioned productivity factor. They stated that the reasons for it were long periods without distraction to concentrate on their tasks and "less distraction, increased concentration, increased motivation, employee satisfaction, better employee dedication, increased work energy by reducing time and distraction el 2021 (Wulan et al.).

The third aspect is the prospect of recruiting individuals who may be unable to commute to the office, such as moms, persons with impairments, and workers who reside far away from the office and do not want to be relocated. n.d. (Etheridge et al.) The fourth factor is reduced absenteeism (Wulan et al., 2021) claim that these factors reduce the absence of "illnesses, family events, adverse weather conditions, nervous breakdowns."

(Jones et al., 2021 add caring for sick children or the elderly without having to take time off work to the list of factors that reduce absenteeism). The sixth factor for firms to favor work-from-home practices is "limiting the spread of contagious illnesses among employees, which causes an interruption in work processes and additional expenditures." 2021 (Wulan et al.) The sixth actor is associated with reducing employee stress (Wulan et al., 2021). Pressure may be indicated by decreasing attention levels, work-related mistakes, defiance, causing dissatisfaction among team members and developing work-related diseases such as stroke and heart attack.

Benefits of WFH for Employees

Some employees choose to work from home rather than at an office for various reasons, which are discussed more below. Flexible scheduling options are among the most significant grounds for working from home (Wulan et al., 2021). Flexible scheduling allows employees to have a certain autonomy in planning daily life, including employee and family activities according to their needs, such as taking their children to school or the doctor. (Madsen, 2006) mentions the flexibility for employees to adjust their work schedule on a daily or even hourly basis (Ma'rifah et al., 2020) offers the following benefits of flexible scheduling options: sleep-deprived and working

overtime beginning and finishing early, working forty hours on four days rather than five or six days a week, scheduling personal appointments (e.g., doctor, dentist),).

Another advantage of working from home for employees is saving time traveling to work and escaping rush hour traffic. According to (Mustajab et al., 2020), reducing the stress of traveling in rush hour traffic may be the most crucial benefit for many employees. (Goswami, 2022) demonstrates that employees will have more free time with their families if they do not travel.

There are several financial advantages for employees who work from home. They can save money "through eliminating travel expenditures to the workplace" (Kumar, 2021), such as "saving petrol and car usage" (Feng & Savani, 2020), "parking fees or other transportation" (Feng & Savani, 2020). (Kumar, 2021). Employees might also save money by previous workplace dress and proper meals (Feng & Savani, 2020). Another financial advantage they have is lower expenses for "babysitting/kindergarten/nurse" (Pauline Ramos & Tri Prasetyo, 2020) and "no need to pay for after-school programs" (Pauline Ramos & Tri Prasetyo, 2020). (Kumar, 2021).

Working from home provides advantages, particularly for "new moms or persons with physical impairments who find the travel unpleasant or who cannot leave home but need or want to continue working." (2014) (Ojala et al.). Another advantage is the ability to care for a sick kid or parent at work (Bao et al., 2022). (Kumar, 2021). Working from home also helps those who live in remote places to work (Pauline Ramos & Tri Prasetyo, 2020), which reduces the chance of illness, weariness, and job-related stress (Pauline Ramos & Tri Prasetyo, 2020)

WFH Disadvantages for Employees

There are several downsides to working from home for employees (Thorstensson, 2020). "Technical issues that cannot be resolved remotely, differential compensation between office workers and remote workers, employee isolation, limits on typical relationships with coworkers, and difficulty organizing union activities".

Another significant drawback for employees is the lack of career progression opportunities (Palumbo, 2020). The cliché "out of sight, out of mind" applies to employees who work from home regarding personnel advancements. They say that coworkers who remain in the office have a better chance of getting recognized and promoted faster since management is ignorant of the interpersonal communication and interaction abilities of employees who work from home. This circumstance also impacts his future employment because his present employer or provider does

not have a clear image of the employee working from home and is unwilling to give recommendations.

Another disadvantage of working from home for employees is the lack of opportunity for informal contact networks with coworkers. Employees who do not have such contacts may feel estranged from their coworkers and the company's aims and values. Palumbo (Palumbo, 2020).

WFH Weaknesses for Organizations

Although working from home has grown increasingly popular in many countries due to the benefits listed above, corporations are still hesitant to accept this kind of employment due to its negatives,2021). (Rawlingset al.) say that the weakness of the work-from-home practice stems from a perceived or actual lack of administrative control.

Organizations are concerned that workers may prioritize personal tasks above work or that they will "pass over work to someone else," thus diminishing corporate control and resulting in data security risks. According to their research, (Xiao et al., 2021) claimed a significant weakness, ranking first among many other disadvantages.

(Rawlings et al., 2021) argued that the security risk was primarily caused by "allowing external computer terminal connections and external access to company databases" when employees were allowed to work from home. They warn of the dangers of illegal access to sensitive corporate networks and data, which competitors might utilize.

According to their survey, (Wahyu & Saâ€TMid, 2020) claimed that difficulties with productivity and quality of work were placed second among work downsides for businesses. (Feng & Savani, 2020) highlights a disruption in the employee's home environment, which the supervisor regards as a weakness. They also noted a "lack of necessary work-related resources, such as technological tools and data held at the principal office, which are essential to accomplish work-related tasks when working remotely" (Waizenegger et al., 2020). Supervisors also mentioned "managing and monitoring remote worker performance" as a shortcoming. Mungkasa (Mungkasa, 2020). The organization's "restricted accessibility of personnel" is one of the reasons for this problem (Madsen, 2006). Even when coworkers and supervisors contact employees, the "absence of face-to-face communication and the advantages associated with face-to-face communication" causes a vulnerability for employees. (Wahyu and Said, 2020). Efficient communication is critical for working from home since team members rely on one another. It is difficult for supervisors to coordinate because each is physically located separately. (Ojala et al., 2014) cites a poll of 66

managers who dislike working from home because it increases the manager's load of additional obligations and reduces interaction between employers and workers. Being away from coworkers and the workplace might result in a "loss of identity with the business culture and a lack of team spirit".

Other technological drawbacks of working from home for firms include "maintenance and management of computer equipment stored in workers' homes." Arifudin (Arifudin, 2020) Losses for the firm are caused not only by loss or abuse of office equipment but also by insurance issues that emerge when office equipment is located elsewhere. 2021) (Wulan et al. Other problems include the repair and transportation of damaged office equipment, establishing who is liable for repair (either the organization or the employee), and determining how damaged equipment should replace (Xiao et al., 2021).

CONCLUSION

This study aims to look into the impact of employees working from home (Vyas & Butakhieo, 2020). Many public and private organizations provide the option of working from home as an alternative way to carry out their responsibilities. Compared to working in an office, working from home has both advantages and disadvantages for employees (Carillo et al., 2021). A new policy must create based on practical considerations for the organization and its employees so that working from home can provide new knowledge with flexibility in working hours as a policy in the future to function optimally (Xiao et al., 2021). Utilization supports working from home, including flexible and automated working methods for businesses and organizations. Working from home is an essential role in organizations for increasing employee productivity by measuring organizational satisfaction while working from home.

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