

The Effect of Time Management and Work Motivation on Job Satisfaction on Employees Who Work from Home During Pandemic

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ABSTRACT

Work From Home activities are activities that are often carried out during the current pandemic, especially by many employees in various companies. This study aims to test empirically the effect of time management and work motivation on job satisfaction of employees during the pandemic. A total of 105 respondents are employees who come from various companies in Indonesia. This study uses non-probability sampling methods of purposive sampling and regression techniques to collect and process data. The results of the analysis show that all the independent variables together have a positive effect of 16.4% on job satisfaction and the time management variable gives a positive effect of 9.6% on job satisfaction while the work motivation variable gives a positive effect of 12.9% on job satisfaction.

Keywords: *Time Management, Work Motivation, Job Satisfaction*

INTRODUCTION

Currently, the corona virus outbreak has swept the world. The corona virus outbreak itself has spread to 215 countries and has caused 23,000,000 people to be confirmed positive for the corona virus and there are 800,000 deaths worldwide (data released from Worldometer, August 22, 2020). Based on data from the World Health Organization (2020) that the first case of the corona virus was first discovered in Wuhan Province, China at the end of 2019. The

corona virus itself is defined by the World Health Organization WHO, (2020) as a group of viruses that can cause disease in animals or animals. man. WHO (2020) added that there are several types of corona viruses that are known to cause respiratory tract infections in humans ranging from coughs and colds to more serious ones such as Middle East Respiratory Syndrome (MERS) and Severe Acute Respiratory Syndrome (SARS).

The spread of the corona virus outbreak is very fast so it needs some special ways to prevent the spread of the corona virus. WHO (2020) explains that there are several ways that can be done to prevent transmission of the corona virus, namely: washing hands with clean running water and soap or alcohol-based antiseptic liquid, then keeping a distance of at least 1 meter from other people, avoiding touching the eyes, nose and mouth and stay at home and use health protocols such as masks when going out of the house and self-isolate if you are sick, even if only mild symptoms such as cough, headache and mild fever.

In carrying out self-isolation as an effort to prevent transmission of the corona virus, there are several companies that allow their employees to work from home, one of which is the social media company Facebook. As data reported by CNN Business on August 6, 2020, the Facebook company allows its employees to work from home until July 2021. Facebook company

spokesperson, Nneka Norville allows employees to work from home based on guidelines from health and government experts. She added that the company allowed its employees to work from home until July 2021. She also added that the Facebook company donated \$1000 to employees working at the company to pay for their family's household needs. Companies Google and Twitter are also extending their work from home policies until 2021.

Meanwhile, based on data quoted from IDN TIMES on August 3, 2020, the Balikpapan city government has asked 50% of the company's employees to work from home for the past few weeks. Based on reports up to August 2, 2020 that there were 545 people who were confirmed positive for the corona virus, of which there were 22 fatalities in the city of Balikpapan. Work from home itself is carried out by the Balikpapan city government to prevent the spread of the corona virus which continues to soar.

Employees themselves are defined by Keraf (1998) as professional people who are not easily replaced. Because replacing a professional will be very detrimental both in terms of finance, energy, and time. Furthermore, Robbins (2006) defines an employee as an individual who works for an employer, whether he is a permanent employee or not, based on a written work agreement or not to carry out work in positions or activities that have been determined by the employer.

Meanwhile, work from home itself is defined by Nilles (1997) as an alternative way to organize work tasks that can be done from home (away from traditional workplaces such as factories or offices) and allows employees to access their employment activities through the use of information technology. Working from home is more or less very influential on employee job satisfaction. According to Robbins (2002) job satisfaction is a general attitude of an individual towards his work. Often many people think that work from

home makes employees very bored and makes these employees have low job satisfaction. But in reality, it is not like that. September 2020 that parents who work at home and have children have job satisfaction increased by 24% compared to parents who do not have children. Where before the pandemic 15% of men actively cared for their children for at least five hours a day and that number almost doubled to 29% during the lockdown. Based on data released by CNBC.com in March 2020 that remote workers had a Happiness Index score of 75 out of 100. It was found that for each question related to job satisfaction that stay-at-home employees reported more positive measurements. Even remote employees have a self-image that is very satisfied with their work compared to workers who went to the office during the coronavirus outbreak (57% vs 50%) Remote workers also considered themselves to be well paid compared to workers who went to the office during the coronavirus outbreak (81% vs. 75%) as well as remote workers said their company provided them with good or excellent opportunities for career advancement compared to workers who went to the office during the coronavirus outbreak (66% vs. 58%). The ability to work from home is an advantage under normal circumstances, but at this point in time it's an absolute privilege during a pandemic. With peace of mind, happiness in doing work at home makes employees have better job satisfaction.

This is in line with data released by businesswire.com in February 2021 that employees who work remotely increase job satisfaction and productivity in these employees. ISG Director Dee Anthony also stated that there has been an increase in productivity of around 30 percent from working from home since the pandemic began. He noted that workers put in as much as five extra hours per week from home. Often the job satisfaction of employees who work from home is also influenced by good time management. Time management is defined by Jones & Barlett (2004) as the

ability to prioritize, schedule, carry out individual responsibilities for the satisfaction of the individual. Time management itself is very important during this pandemic so that employees who work from home have a balance in life, especially work and rest time.

As reported by Forbes on April 5, 2020 that there are several ways to manage time while working remotely. The first way is to arrange meetings where remote workers must be able to estimate time management, carry out conversations that allow the office to face to face virtual meetings either impromptu or scheduled. The second way is to have skills in setting time limits and this is usually done with members at home. For example, when we share a family room with a roommate, spouse, children, we must have a structure regarding work space and hours. On the work side, it is important to discuss with managers and work team members what time to focus on and what time to be available for meetings and taking phone calls. The third way is to manage the work calendar proactively. It is important to manage the time used to support the completion of the work. So that if all things are applied it can affect the job satisfaction of the employees themselves. Furthermore, employee job satisfaction is also influenced by high work motivation. Motivation itself is defined by Luthans (1989) as a process that begins with physiological or physiological needs or needs that activate behavior or drives aimed at goals or incentives.

However, with the outbreak of the corona virus, it also has a lot of impact on psychological conditions in humans which if not overcome can reduce motivation in someone. Based on data quoted from weforum.org (world economic forum) on August 20, 2020, it shows that changes in the human brain are caused by the outbreak of the corona virus (COVID-19). This causes a number of neurological problems, including anxiety and depression. The isolation and worry caused by the coronavirus outbreak can also change our

brain chemistry and cause mood disorders. These changes in the brain are most likely responsible for the mood, fatigue, and cognitive changes commonly experienced by COVID-19 patients. This in turn may underlie the symptoms of stress, anxiety and depression reported in patients who contract the virus. For this reason, it is necessary to have brain exercises to overcome these various psychological problems, such as gamified cognitive training (Gamified Cognitive Training) which can help improve attention, memory function, and increase motivation in a person. Those with severe or persistent mental health symptoms may need a clinical evaluation by a psychologist or psychiatrist.

During a pandemic like this, it is also very important for companies to provide moral support to increase motivation for their employees who work at home. As data reported from techtarget.com in 2020, there are five ways to motivate employees who work from home. The second way that can be done is to use technology to build connections. This is due to connecting workers with each other and with managers during the transition to working from home. Where can use a number of available video communication tools to communicate virtually such as Microsoft Teams, Zoom, Skype, and Google Meet.

The second way that can be done is proactive communication which establishes a relationship with workers and encourages workers to communicate among themselves and is very important to make everyone feel connected. The third way that can be done is to prioritize team building and engagement. When the workforce is dispersed, building and maintaining strong teams requires managers to take a very proactive approach. Managers can also use many collaboration tools to keep employees in sync. Encourage one-on-one or one-on-one conversations with some maintaining the interaction necessary for a cohesive team. The fourth way that can be done is to set realistic goals and value employee performance where communication and engagement contribute

to performance at the team and individual levels. Therefore, managers should consider success by answering questions. The fifth way that can be done is to share information on how to create a successful workplace. Where as early as possible employees need consistency to develop. For example, when the employee is at home or in the office they need space that makes them more productive. This is usually related to the ergonomics of the room such as a good chair or the right temperature to work.

There are several studies on time management, work motivation and previous job satisfaction, some of which are research from Carvalho, Riana & Soares (2020) entitled Motivation on Job Satisfaction and employee performance. This study aims to study the effect of motivation on job satisfaction and employee performance. . The population in this study were 505 employees of Cooperativa Café Timor in Timor-Leste. This study uses a quantitative approach with data collection methods using interviews and questionnaires. The results showed that motivation had a significant positive effect on job satisfaction and employee performance. The findings of this study also state that job satisfaction has a significant positive effect on employee performance. The implications of this research emphasize the need to improve adaptive performance so that companies can always keep abreast of developments in the face of increasingly fierce competition.

Meanwhile, research from Ose, Aregbesola, Owolabi & Eyiolorunshe (2019) entitled Relationship Between Motivation And Job Satisfaction Of Staff In Private University Libraries, Nigeria. This study aims to investigate the relationship between motivation and job satisfaction of staff in university libraries in Nigeria. This study adopted a survey research design, the population consisted of all 361 library staff at a private university in Southwest, Nigeria, and a total enumeration was used. The research instrument used was a questionnaire, which was validated by experts in the fields of library and

informatics as well as human resource management. The results showed that the job satisfaction of library staff was low, while their motivation was high. The findings also reveal the relationship between motivation and job satisfaction. Therefore, the researcher concludes and recommends that staff should know and be more motivated in terms of intrinsic motivation and this will ultimately increase their job satisfaction.

Based on research from Sahito & Vassinen (2017) entitled Effect of Time Management on the Job Satisfaction and Motivation of Teacher Educators: A Narrative Analysis. The researcher conducted an interview approach, recording professional stories from 40 teacher educators in Pakistan. Interviews and analyzes focused primarily on skills, routines, and showed that the more teachers improved their time management skills the more it increased job satisfaction and motivation and made their professional and personal lives more meaningful. Based on the above phenomenon, researchers are interested in further examining the effect of time management and work motivation on job satisfaction for employees who work from home during the pandemic.

The research hypothesis is formulated as follows:

Major Hypothesis: Time Management and Work Motivation have an effect on Work From Home Employee Job Satisfaction.

Minor Hypothesis 1: Time Management has an effect on Work From Home Employee Job Satisfaction.

Minor Hypothesis 2: Work Motivation has an effect on Work From Home Employee Job Satisfaction.

MATERIALS AND METHODS

Research Subject

The sample in this study consisted of 109 employees consisting of 56 female employees (53.3%) and 49 male employees (46.7%) as well as other companies.

The sample was selected based on the non-probability sampling method, the type of purposive sampling because the employees

who were the sample in this study were employees who were chosen not randomly because based on several criteria that must be met the sample used in this study, including the following characteristics: (1) A company employee who works from home (either every day or several days a week), (2) male or female, (3) Age of 20-60 years old.

Based on the explanation from Sugiyono (2011) that the non-probability sampling method is a sampling technique that is not chosen randomly. The population element selected as the sample can be due to coincidence or due to other factors that have been previously planned by the researcher. This type of purposive sampling is a sampling unit selected based on certain considerations with the aim of obtaining a sampling unit that has the desired characteristics. This technique is used especially if there are only a few people who have expertise in the field being researched (Sugiyono, 2011)

Research Variable

The independent variables of this study are Time Management (X1), Work Motivation (X2), and dependent variable is Job Satisfaction (Y).

Variable scale measuring instrument used in this study using a Likert scale which is an attitude statement scaling method based on the distribution of responses as the basis for determining the scale value (Azwar, 2017). In this study, there are three measuring instruments for the variable scale used, namely, the first scale is the job satisfaction scale adapted from Spector (1985) with reliability coefficient $\alpha = 0.910$ and test retest reliability = 0.710 of 36 items. This scale is based on aspects of job satisfaction, namely (1) Salary, (2) Promotion, (3) Supervision, (4) Additional Benefits, (5) Recognition, (6) Company Regulations and Procedures, (7) Colleagues, (8) Type of Work and (9) Communication. This questionnaire contains 36 statement items with a 6-point rating scale (1= Strongly Disagree, up to 6 = Strongly Appropriate).

This job satisfaction scale item consists of a positive statement (favorable) and a negative statement (unfavorable), where the unfavorable item must be given an inverse score, namely 1 to 6 or vice versa. The second scale used in this study is the time management scale adapted from White, Riley & Flom (2013) with a reliability coefficient value = 0.860 of 30 items. This scale is based on 10 aspects of time management (1) Awareness of time patterns in a day, week, etc., and awareness of how much time is needed to complete routine tasks, (2) Awareness of personal energy cycles and their effects to attention and feelings, (3) Ability to organize the day to take advantage of personal energy patterns and optimize capacity, (4) Use of cognitive adapters, external sources, to manage time (appointment books, watches, notes, lists, etc.) (5) Expands learning repertoire, builds "trial learning," values vicarious learning (6) Neutralizes anxiety about learning and managing time (7) Develops routines and habits, including time for recovery and sleep (8) Feels competence (9) Willingness to complete tasks for social approval (10) Plan, order, follow up sequentially while monitoring results.

This questionnaire contains 30 statement items with a 4-point rating scale (1 = Never, to 4 = Always). This job satisfaction scale item consists of a positive statement (favorable) and a negative statement (unfavorable), where the unfavorable item must be given an inverse score, namely 1 to 4 or vice versa.

The third scale used in this study is the work motivation scale which can be identified through a score adapted by researchers from Tremblay, M. A., Blanchard, C. M., Taylor, S., Pelletier, L., & Villeneuve, M. (2009) with a reliability coefficient = 0.840 This scale is based on the form of work motivation proposed by Deci & Ryan (2000), namely: (1) amotivation (2) intrinsic motivation (3) external settings (4) introjection settings (5) identified settings and (6) integration settings This questionnaire contains 18 items with a 6-

point rating scale (1= Strongly Disagree, up to 6 = Strongly Appropriate). This job satisfaction scale item consists of a unidimensional item which only consists of positive statements (favorable). Based on the overall data obtained, statistical analysis will be carried out using multiple regression tests and simple regression tests

RESEARCH RESULT

Description of Research Data

This study aims to examine the effect of time management and work motivation on job satisfaction for employees who work from home during the pandemic. The main reason why this study uses employee respondents who work from home because in general at this time employees tend to be dominated by early adults compared to middle adults. Furthermore, the reason. Another reason is because researchers think that the age of 20-40 years is an age that tends to be more productive, creative, has high initiative and tends to experience rapid development at work. In addition, researchers also want to find out whether the current pandemic situation has an impact on time management and work motivation and job satisfaction for the employees themselves.

Validity and Reliability Results

Based on the results of this study, The researcher got the validity and reliability tests for each variable. Based on the reliability data of first running on time management variable, the results obtained in the Cronbach Alpha column are 0.836 ($p > 0.70$) Meanwhile for the results of second running are 0.900 ($p > 0.70$) where there are 11 items that fall, there were items number 9, 10,11,16,18,19,22,23,25,27,30. Furthermore, based on the reliability data of first running on work motivation variable, the results obtained in the Cronbach Alpha column are 0.895 ($p > 0.70$) from 18 items. Meanwhile, results of the second running are 0.909 ($p > 0.70$) out of 17 items where there is 1 item that is dropped, namely item number 3. Meanwhile, based on the

reliability data of first running of job satisfaction variable, the results obtained in the Cronbach Alpha column are 0.804 ($p > 0.70$) while results of the second running are 0.861 ($p > 0.70$) where there are 10 items that fall, there were items number 2,4,8,15,22,25,29,31,33,35

Normality Test Results

In addition, based on the results of this study, it is also known to test assumptions for each variable. For the normality assumption test results, it is known that the time management data is normally distributed with a significance value of 0.115 ($p > 0.05$). Furthermore, the work motivation data was normally distributed with a significance value of 0.064 ($p > 0.05$) and the employee job satisfaction data was normally distributed with a significance value of 0.200 ($p > 0.05$).

Table 1. Normality Test Result

Variable	Sig.	p	Information
Time Management	0.115	> 0.05	Accepted
Work Motivation	0.064	> 0.05	Accepted
Job Satisfaction	0.200	> 0.05	Accepted

Multiple Linear Regression Analysis

Based on the data obtained, it shows that the main hypothesis in this study is accepted, namely that there is a significant positive effect on time management and work motivation on job satisfaction for employees who work from home during the pandemic. Meanwhile, the close effect of time management and work motivation on job satisfaction for employees who work from home is weak, while the large influence of time management and work motivation on job satisfaction for employees who work from home is 16.4%, the remaining 83.6% is a factor, other outside research.

According to the researcher's argument that the existence of work from home activities makes employees free both in terms of time, in terms of appearance and in terms of place, where when the employee works from office, he is required to wear clothes determined by the company, working hours determined by the company. and must work at the same location in the company. This

can sometimes make employees feel bored due to monotonous conditions. While work from home itself makes employees more flexible so that it has implications for time management, work motivation and employee job satisfaction itself. So in general, work from home activities have a positive impact on the employees themselves. This research is in line with previous research conducted by Ayub & Rafif (2011) where they conducted research for their journal. The purpose of this study was to examine the relationship between job satisfaction and work motivation. The sample in this study were 80 middle managers (consisting of 46 men and 34 women) who worked in different banks in Pakistan which based on the research findings showed that there was a positive correlation between job motivation and job satisfaction. Furthermore, there are significant gender differences in the variables of job motivation and job satisfaction.

Based on the results of the study also shows that there is a significant influence on time management on job satisfaction for employees who work from home.

Meanwhile, the close effect of time management on job satisfaction for employees who work from home is weak while the influence of time management on job satisfaction for employees who work from home is 9.6%, the remaining 90.4% is another factor outside the research. According to the researcher's argument that with this work from home activity, employees have more ability to do time management when they work from home compared to when they work from the office. working hours and the sound of machines in the office, so that it makes employees more focused on work so that it makes employees more productive. This research is in line with Research from Elsabahy, Sleem & ElAtroush (2015) where they conducted research for their journal. The purpose of this study was to determine the effect of the time management program on job satisfaction for the head nurse. The sample in this study consisted of 50 head nurses who worked at Mansoura University Hospital, Egypt. Based on the results obtained data that there is a very statistically significant relationship between time management and job satisfaction.

Table 2. Multiple Linear Regression Analysis Test

Hypothesis	Sig.	P	Information
Time Management And Work Motivation On Job Satisfaction	0.000	< 0.05	Accepted
Time Management On Job Satisfaction	0.000	< 0.05	Accepted
Work Motivation On Job Satisfaction	0.000	< 0.05	Accepted

Based on the results of the study also showed that there was a significant influence on work motivation on job satisfaction for employees who work from home. Meanwhile, the close effect of work motivation on job satisfaction for employees who work from home is weak, while the large influence of work motivation on job satisfaction for employees who work from home is 12.9%, the remaining 87.1% are other factors outside the study.

In the work motivation variable, there are 6 forms of work motivation that are tested and have a large influence on the y variable, including the following. The influence of amotivation on job satisfaction is 11.8%, the remaining 88.2% is another factor outside

the research. Furthermore, the influence of intrinsic motivation on job satisfaction is 4.6%, the remaining 95.4% are other factors outside the study. Next, the influence of external settings on job satisfaction is 11.7%, the remaining 88.3% are other factors outside the study. Next, the influence of introjection settings on job satisfaction is 6.2%, the remaining 93.8% are other factors outside the study. Next, the influence of the identified settings on job satisfaction is 6.4%, the remaining 93.6% are other factors outside the study. Next, the influence of the integrated setting on job satisfaction is 14.3%, the remaining 85.7% is another factor outside the study.

According to the researcher's argument that the existence of work from home activities makes employees more efficient in terms of expenses, which is something that employees like when working from home, employees do not need to set aside money from their salaries for transportation purposes, the need for lunch at the office or the need to buy equipment for health protocols. Because basically salary is one aspect that supports employee job satisfaction itself. So that if employees can save or allocate these expenses for other purposes, it will be increase employee happiness. In addition, with this work from home activity, they can also do their hobbies while working and they can also work while increasing interaction with family. Where are things This is difficult to do when they work from the office because they are required to go to work in the morning and come home from work at night where it can also increase the extrinsic motivation of the employees themselves because they increase interaction with their families and the savings in expenses can indirectly make employees happier and more enthusiastic so that it can be positively correlated with optimal performance.

The results of this study are in line with research from Carvalho, Riana & Soares (2020) where this study aims to study the effect of motivation on job satisfaction and employee performance. The population in this study were 505 employees of Cooperativa Café Timor in Timor-Leste. This study uses a quantitative approach with data collection methods using interviews and questionnaires. The results showed that motivation had a significant positive effect on job satisfaction and employee performance. The findings of this study also state that job satisfaction has a significant positive effect on employee performance. The implications of this research emphasize the need to improve adaptive performance so that companies can always keep abreast of developments in the face of increasingly fierce competition.

Mean Score Categorization Results

In this study, the results of the mean score test for each variable include, for time management variables are in the high category with a mean score 58.41, for work motivation data are in the high category with a mean score 78.41 and for employee job satisfaction data are in the category very high with a mean score 156.07.

Table 3. Mean Score Categorization Results

Variable	Mean Score	Categorization
Time Management	58.41	High
Work Motivation	78.41	High
Job Satisfaction	156.07	Very High

In addition, this study contains mean score categorization test results for demographic data including age, gender, employment status, length of work and last education. Based on the results of the age categorization test, it showed that all respondents who filled out this questionnaire tended to be dominated by early adults consisting of the age group 20-40 years (N = 104) with a percentage of 99% while for the middle adult group aged 40 -60 years (N=1) the percentage is only 1%. Based on the age perspective proposed by Hurlock (1999) shows that in general adulthood is categorized into 3 phases. Which include first, the early adult phase (early adulthood/young adult). In general, this phase is a period of seeking stability and a reproductive period which is a period full of problems and emotional tension, a period of social isolation, a period of commitment and dependence, changes in values, creativity and adjustment to a new lifestyle. In general, early adulthood starts from 20 years to 40 years. Next, second the middle adult phase. In general, this phase lasts from 41 to 60 years. Personal and social characteristics include: middle adulthood is a period of transition, in which men and women leave their physical and behavioral characteristics and enter adulthood. A period in his or her life with new physical and behavioral characteristics. Often it is found that attention to religion is greater than in the previous period, and sometimes interest and concern for this

religion are based on personal and social needs someone's life. The last, Third, the continuous adult phase, In general, starting from the age of 60 until death, which is characterized by physical and psychological changes that begin to down.

In addition, in general, young adults tend to have excellent physique that supports performance and productivity at work. This is evidenced by the job satisfaction mean score of respondents aged 20-40 years in the high category with a value of 155.84 and the mean score of work motivation of respondents aged 20-40 years in the high category with a score of 78.66. Where based on the arguments put forward by Hurlock (1999) there are ten important characteristics that stand out in the early adult years include. First, Early adulthood is known as the setting period. Where in general at this time the individual will trial and error and determine which one is appropriate which is felt to give him permanent satisfaction. When individuals find a pattern of life that they believe can meet their needs, where the individual will try to develop patterns of behavior, attitudes and values that tend to be unique for the rest of his life. Second, early adulthood is known as the productive age period. Where in the age range is a time that is suitable for determining a life partner, getting married and having children, at this time the reproductive organs are very reproductive in producing new individual (child). Third, early adulthood is a period full of problems. This is because at this time the individual is asked to be able to adjust to his new role, namely in marriage and work. If the individual cannot adapt then it will cause problems in his life. There are several main reasons why individuals find it difficult to adjust to the new role they have, firstly, lack of self-preparation and secondly is the absence of help in dealing with and solving his problems, unlike when he was considered immature. Fourth, early adulthood is a period of emotional tension. Like when someone aged between 18-39 years, his emotional condition tends to be

uncontrollable, unstable, restless, easily rebellious and also easily tensed. At this time, the individual feels worried about the job status that has not been height and his new role as husband or parent. Where most will be out of control which ends in stress and some of them even choose to end their lives. Where it will decrease when someone age has reached 40. So the individual will tend to be more stable and calm in emotions. Fifth, early adulthood is a period of social isolation. Where formal education ends and a person's entry into adult life patterns, namely career, marriage and household, then relationships with group friends will become tenuous, and at the same time social activities are also limited due to various work and family pressures. Sixth, early adulthood is a period of commitment. At this time, individuals will begin to realize the importance of a commitment, when they become adults, young people will experience a change in responsibilities from a student who is completely dependent on their parents to become an independent period. Individual start from new patterns of life, responsibilities, and commitments. Seventh, early adulthood is a period of dependence. Where in early adulthood, individuals tend to still have dependence on parents or organizations. Eighth, early adulthood is a period of change in values. In general, the values that a person has in early adulthood will change as his experience and social relationships become wider. The reason why someone changes their value in life is believed so that a person can be accepted by the group. This can be done by following or comply with the rules agreed upon by the group. Ninth, early adulthood is a period of adjustment to a new way of life. Where when someone has entered adulthood, it means that someone must also be more responsible because they already have a dual role as a person old and as workers. Tenth, early adulthood is creative time. The form of creativity that is seen after an individual becomes an adult depends on his abilities, interests, potential and

opportunities.

Based on the results of job satisfaction categorization carried out based on employee status. It is known that the job satisfaction mean score for the contract employees is higher with a mean score is 156.69 while the permanent employees mean score is 155.57. This result in line with research from Haq & Chandio (2013) where this study aims to investigate employee satisfaction in organizations. This study focused on employee satisfaction with their employment status and tenure. This study consisted of 500 respondents and was conducted in one of the service-oriented business organizations with agreements in Pakistan. Based on the results of the study, it was found that the mean score of the contract employees (Casual Employee) was greater with 34.20 compared to mean score of the permanent employees with 33.93

Based on the results of the work motivation categorization test that has been carried out by gender. It is known that the mean score of male work motivation is higher with score 79.16 while women mean score is 78.50 . This result in line with research from Schuh, Bark, Van Quaquebeke, Hossiep, Frieg & Van Dick, R. (2014) where this research was carried out at universities in Germany with 240 business faculty students as respondents consisting of 125 women and 115 men. Basically, this study is a series of studies using samples from different populations with a cross-sectional and lagging design where the results of this study found that men consistently reported significantly higher motivation than women. Based on the results of time management categorization carried out by gender. It is known that the mean score of the female time management is higher with a score 58.96 while the male mean score is 57.78. This is in line with research from Chanpisut (2018) where this study aims to examine the self-described time management abilities of undergraduate students at a small private university in Thailand. The research instrument used to collect data was a five-scale questionnaire with 58 items. The

sample consisted of 320 undergraduate students during the 2016 academic year. Where these results are classified based on gender, age, study program, year of study, average cumulative value, residential accommodation and means of financial support. The results of this study indicate that in terms of planning the use of time, female students have a higher level of ability than male students.

Based on the results of the categorization of job satisfaction based on length of work. It is known that the job satisfaction mean n for new employees under 1 year was greater with a score 160.63 compared to employee who have worked 1-5 years with a mean score is 154.26 and employee who have worked 6-10 years with a mean score 146.00 This result in line with research from Haq & Chandio (2013) where this study aims to investigate employee satisfaction in Organization. This study focused on employee satisfaction with their length of service. The study consisted of 500 respondents and was conducted in one of the service-oriented business organizations with agreements in Pakistan. Based on the results of the study, it was found that the mean score of employees with 1 <=2 years of service is higher with a mean score is 35.73 compared to the employees who have worked for 3-5 years with a mean score is 33.28 and 6 years and above with a mean score is 33.33. organization. This study focused on employee satisfaction with their employment status and tenure.

CONCLUSION AND SUGGESTIONS

Conclusion

Based on the results of the research conducted, it can be concluded that the hypothesis proposed in this study is accepted, namely that there is a very significant influence on time management and work motivation on job satisfaction for employees who work from home during the pandemic. The results show that there is a positive effect of time management on job satisfaction. In addition, it is also known that there is a very significant influence on

work motivation on job satisfaction.

Based on the results of the normality assumption test that the variables of time management, work motivation and job satisfaction are normally distributed, then based on the results of the linearity assumption test, it shows that this data is linear. Regarding the results of the variable category test, it shows that the job satisfaction variable is in the very high category, while the time management and work motivation variables are in the high category.

Suggestion

For further researchers, this result is expected to be the basis and reference regarding the effect of employee engagement and job satisfaction with organizational commitment on employees who work from home. It is hoped that further research will be able to develop this research further based on the results of the research in the discussion section.

Declaration by Authors

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