

# The Role Of Motivation In Mediating Culture Work And The Work Concept Of *Work From Home* (WFH) On Employee Performance Post-Pandemic Covid- 19 At PT.Tasblock Industry Indonesia

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## **Abstract.**

*Work culture is something, a habit that is carried out in an activity that is impossible to change quickly a set of behaviors, feelings and psychological frameworks that are deeply internalized and shared by members of the organization". Osborn and Plastrik (2002:252) A person who feels his life satisfaction is fulfilled, then carrying out his work he enjoys his experiences which are accompanied by the level of joy Alston & Dudley (in Hurlock, 1980), where life satisfaction has brought an employee to work with high awareness and motivation for their duties and responsibilities. This research was conducted to prove the most appropriate model in influencing employee performance through motivation, Work from Home (WFH) Culture work Research approach using Structural Equation Modeling (SEM). of the 117 population of employees and taken 54 using the PT. Indonesian Industrial Tasblock. Collecting data using a questionnaire is a way for researchers to obtain research data. Results This study shows that the Work and Work From Home curriculum directly has a significant effect on Employee Performance and the Work and Work From Home curriculum affects Employee Performance. Finally, indirectly, motivation has a significant effect in mediating the Curtur of Work and Work From Home on Employee Performance*

**Keywords:** Employee Performance, Motivation, Work from Home (WFH) Culture work.

## **I. INTRODUCTION**

PT. Tasblock Industry Indonesia has more than 20 years of experience in the manufacture and construction of composite materials and is ready to offer the latest composite material-based products to the Indonesian market. "Our company has expertise in composite materials. The main principle of this company is to develop and provide world-class green building technology and promote environmental sustainability for both affordable and luxurious residential buildings and commercial buildings (Sebastianus Epiphany Tuesda 2017) The purpose of this research is to determine whether there is an effect on employee performance after the pandemic 19. For this reason, research is carried out. If the raw materials or goods obtained are imported, it will have an impact on the selling price. This means that to cover production costs, the selling price must increase. When it goes up, does the people's purchasing power exist? If people's purchasing power is low or even non-existent, then the goods are not sold. This is what will affect the movement of our economy" Riwi 2020.

This expected core value certainly makes every employee work according to their duties and functions. In achieving company success, research results prove that working from home has a significant influence on employee performance during the Covid-19 period (Nadya Safirasari Setiawan, Achmad Room Fitrianto) In carrying out work, work culture must be considered because with a good culture the work can be good by the results of research carried out, work culture is positive and significant on employee performance (Risky Nur Adha et al), motivation could be used for prediction and determine behavior related strength internal and externalthat influence people's choice of actions, especially in terms of performance achievement level the height sustainable (Joseph, 2015 in Personnel et al., 2020). The urgency of this research is very important, where prediction models or formulas and leading indicators are found in predicting employee performance models with the SEM approach.

## **II. METHODS**

The design of this research is quantitative research. Data were obtained from the distribution of questionnaires with a Likert scale. A total of 54 employees at PT. Indonesian Industrial Tasblock. selected to

be the population and research sample. Furthermore, the data were analyzed using a Structure Equation Model (SEM) based on Partial Least Square (PLS) which aims to conduct a path analysis, of both direct and indirect effects of job enrichment and corporate social responsibility variables on employee performance through life satisfaction. According to (Sholihin & Ratmono, 2013) SEM-PLS can work independently and efficiently with small sample sizes and complex models. Besides that, the assumption of data distribution in SEM-PLS is relatively looser than CB- SEM. SEM-PLS is approach nonparametric; could work with good even for data abnormally extreme. The next method Partial Least Square (PLS) which is conducted in research These are 1) The first stage is to test the *measurement model (Outer Model)*. which is test validity and reliability construct from each indicator. 2) Stage second is to test the *structural model (Inner Model)* that aims to determine whether there is an influence between variables/correlation Among construct the construct measured in a study this.

### III. RESULT AND DISCUSSION

#### Analysis of the Measurement Model (Outer Model) Convergent Validity Test

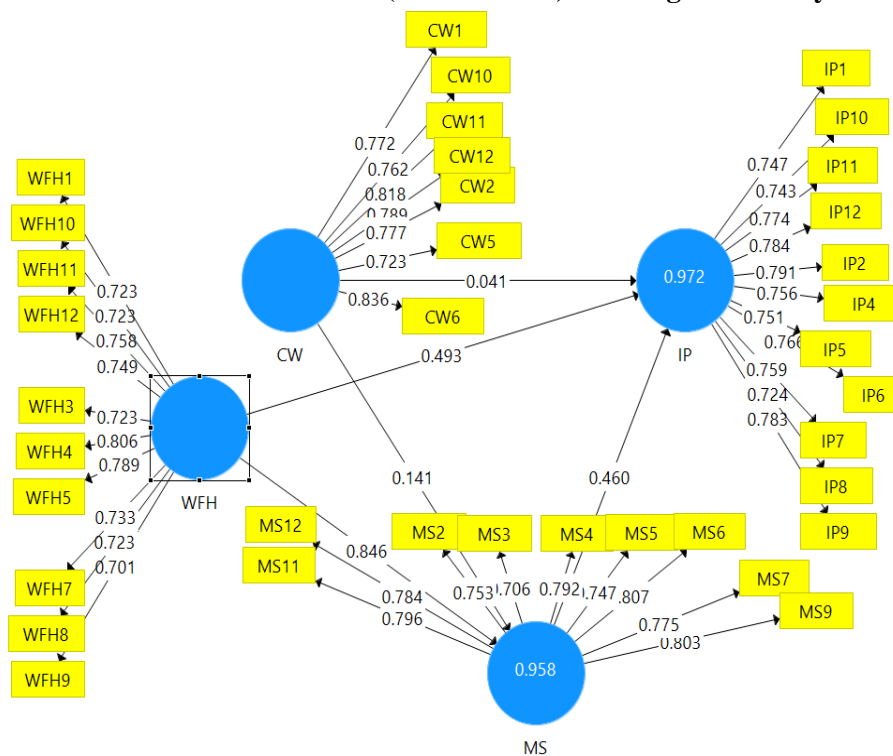


Fig 2.Result Model

Based on the figure above, all indicators in the model are greater than 0.7. So it can be concluded that it is reliable for the measurement of research variables. Then it can be used in further analysis. Construct Reliability Test, the results of data processing show that:

Table 1. Construct of Reliability

Construct Reliability and Validity				
Matrix	Cronbach's Alpha	rho_A	Composi...	Average ...
CW	0.911	0.911	0.927	0.584
IP	0.934	0.934	0.943	0.578
MS	0.936	0.936	0.944	0.586
WFH	0.917	0.917	0.930	0.546

Based on Table 1, it is shown that the average value of Culture work, Employee Performance, Mediation, and Work From Home is more than 0.5. Then the composite reliability value is more than 0.7. So it can be concluded that the indicators in this study can measure well.

### Measurement Model Analysis (Inner Model) Coefficient of Determination (R2)

**Table 2. R Square**

R Square		
Matrix	R Square	R Square Adjusted
	R Square	R Square ...
IP	0.983	0.982
MS	0.972	0.972

Based on the data from Table 2, it is known that the R Square Adjusted value for the Mediation variable is 0.972 or 97.2% while the remaining 1.8% is influenced by other variables not examined in this study, while for the Employee performance variable the R Square Adjusted value is 0.982. or 98.2% while the other 0.8% is influenced by other variables not included in this study.

### Predictive Relevance (Q2)

The value of Q2 has the same meaning as the coefficient of determination (R-Square). Q- Large value of Square (Q2) 0 indicates the model has Predictive relevance, otherwise if a value (Q2) is less than 0, this indicates the model has less Predictive relevance; in other words, where all the values of Q2 are higher, the model can be considered more suitable to the data. Consideration of the value of Q2 can be done as follows:

$$Q_2 = 1 - (1 - R_1^2) (1 - R_2^2) (1 - R_n^2)$$

$$Q_2 = 1 - (1 - 0.972) (1 - 0.982)$$

$$Q_2 = 1 - (0.028) (0.018)$$

$$Q_2 = 1 - 0.0006$$

$$Q_2 = 0.9994$$

Based on these results, the value of Q2 is 0.9994. So it can be concluded that all variables in this study Curtur Work, WFH, Messiah, and Employee Performance contributed to the authenticity of data in the existing structural model by 99%. Then the remaining 1% was not included in the variables of this study.

### Effect Size (F2)

Effect Size (F2) to determine the model and to find out whether the predictor variables have a weak, sufficient, or strong influence on the structural.

### Hypothesis Test

**Table 3**

Path Coefficients				
Matrix	Path Coefficients			
	CW	IP	MS	WFH
CW		0.093	0.278	
IP				
MS		0.519		
WFH		0.385	0.717	

### Path Coefficient or Direct Effects Inner Model PLS-SEM

Based on the results of the direct effects inner model analysis in Table 3 above, it is obtained

1. The direct effect of Curtur's work on Employee Performance is 0.093, which means that if Curtur's Work increases by one unit, Employee Performance can increase by 9.3%. This influence is positive.
2. The direct effect of Motivation on Employee Performance is 0.519, which means that if Motivation increases by one unit, Employee Performance can increase by 51.9%. This influence is positive.
3. The direct effect of Catur Work on Motivation is 0.278, which means that if Culture Work increases by one unit, then Motivation can increase by 27.8%. This influence is positive.
4. The direct effect of Work From Home on Employee Performance is 0.385, which means that if Work From Home increases by one unit, Employee Performance can increase by 38.5%. This influence is positive.
5. The direct effect of Work From Home on Motivation is 0.717, which means that if Work From Home increases by one unit, Motivation can increase by 71.7%. This influence is positive.

**Table 4.** Indirect Influence.

Indirect Effects				
Total Indirect Effects		Specific Indirect Effects		
	CW	IP	MS	WFH
CW		0.144		
IP				
MS				
WFH		0.372		

Based on the indirect effects table in Table 4 above, it is obtained:

1. The indirect effect of Culture Work on employees through Motivation is 0.144, which means that if Culture Work increases by one unit, Employee Performance can increase indirectly through Motivation by 14.4%. This influence is positive.
2. The indirect effect of Work From Home on Employee Performance through Motivation is 0.372, which means that if Work From Home increases by one unit, Employee Performance can increase indirectly through Mediation by 11.4%. This influence is positive.

## IV. CONCLUSION

Chemical composition of artist paints commercialized in Brazil varies greatly. Therefore, a multi-component characterization requires multi-technique analyses. Advantages of each technique (FTIR, Raman, Py-GC/MS and SEM-EDS) were pointed out to present a broader knowledge of the paints used by Brazilian contemporary artists. FTIR and Raman are, complimentary, able to rapidly identify the main binders, while Py-GC/MS provides further information of copolymers, even in minor concentration levels. SEM-EDS successfully identifies pigments and extenders. Brazilian paints of *student* grade are composed of PS binding media and low pigment ratio, whereas the *professional* grade paint is composed of P(S/MA) binding media, higher pigment ratio and extenders such as TiO<sub>2</sub> and Ce. Conservation concerns over the ageing processes of these paints will be addressed in future studies. In conclusion, this initial study provides conservators, artists and conservation scientists information on the composition of artist paints manufactured in Brazil.

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