



Analyzing The Gender Differences in the Relationship Between Work from Home and Work-Life Balance During the Covid-19 Pandemic
(Study on Teachers of Al-Azhar BSD Muslim Foundation, Indonesia)

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ABSTRACT

With Covid-19 Pandemic that hits the world recently, offices need to be shut down due to the policy of government in order to curb the spread of the virus thus leaving all workers to work from home which includes teacher from the education sector, during this time the way people fulfil their work life balance changes when compared with the normal circumstances due to the new dynamic introduces when working from home such as all family members are stuck at home, the unavailability of domestic assistant, the lack of boundary between work and home, etc. However, it is predicted that a gender gap will emerge among workers with families given the sharp increase in housekeeping and childcare caused by the Covid-19 pandemic. Therefore, the objective of this study is to examine how gender differences affect the relationship between working from home and work life balance during the COVID-19 pandemic.

Purposive sampling was used to choose the sample. By conducting an online survey to the teachers of Al Azhar BSD Muslim Foundation, data was gathered. 76 teachers with more than three years of teaching experience in total took part in this study. Hayes' PROCESSv4.1 was used to examine the data.

The results of this study indicate that work from home has a significantly negative effect on work life balance, Meanwhile, Gender does not moderate the relationship between work from home and work life balance because given that men have started to participate more to housework in recent decades, both the male and female employees really divide their housework, with the males taking on more than their usual share due to working from home. Males in this position did not change their social behavior significantly, and they "never" felt too tired to care for their families after work while the females have always been used to take care of their families after work.

Keywords: Information Quality, Trust, Ease And Customer Engagment

INTRODUCTION

The Covid-19 outbreak in Wuhan in early 2020 quickly spread worldwide due to the large number of victims and uncertainty surrounding the virus. Countries began implementing the Covid-19 protocol recommended by the WHO, and many offices shifted to remote work solutions due to the rapid global expansion of the virus.

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The Covid-19 pandemic has resulted in a sudden shift to work from home, which represents a significant change for most organizations. This new method provides an opportunity for workers to care for family members and could improve work-life balance, according to previous research.

Telecommuting, which includes the work-from-home or remote work scheme, has been around since the 1970s to address traffic congestion from daily travel. However, the pandemic has made it more prevalent and important for the future of work. Working from home has various benefits and disadvantages that need to be carefully considered, such as enhancing one's quality of life, happiness at work, and creativity and innovation.

The work-life balance concept suggests that personal and professional lives should be in harmony to achieve a balance in one's life. Flexible working is used differently by men and women, affecting their well-being and ability to combine work and life.

The Covid-19 pandemic led to a rise in housework and childcare, resulting in a gender gap among employees with families. The closure of schools and childcare centers during lockdowns meant that working parents who were now working from home had to take care of their kids during work hours. Research suggests that female telecommuters were more impacted than male telecommuters, as mothers were more likely to substitute the time saved on commuting with childcare and housework. Telecommuting mothers also spent more time taking care of their children than non-telecommuting mothers, while there was no notable difference in childcare time among fathers based on their telecommuting status.

Al-Azhar Bumi Serpong Damai Muslim Foundation runs schools from kindergarten to high school with a total of 2190 active students and 279 staff. During the Covid-19 pandemic, employees and teachers had to work from home, causing them to feel more tired than before due to no fixed working hours and the presence of family at home, especially small children, who can disturb them while working. Some teachers lacked the facilities for online teaching activities, so the Foundation held turns for teachers to teach from an empty room at school. The biggest challenge reported by respondents in a research conducted by ISED was the number of distractions at home that made it difficult to focus.

Based on the description above, the researcher is interested in taking the title ***“ANALYZING THE GENDER DIFFERENCES IN THE RELATIONSHIP BETWEEN WORK FROM HOME AND WORK-LIFE BALANCE DURING THE COVID-19 PANDEMIC (Study on Teachers of Al-Azhar BSD Muslim Foundation, Indonesia)”***

THEORETICAL FRAMEWORK AND HYPOTHESIS FORMULATION

The Relationship between Work from Home and Work Life Balance

The relationship between work from home and work-life balance is generally positive because it allows workers to balance work and personal life. However, the benefits of working remotely are dependent on the individual's socioeconomic circumstances, and there are potential drawbacks such as working more hours each week, increased work-life conflicts, and difficulties juggling personal and work obligations. These challenges can lead to lower job satisfaction, increased stress and fatigue, and lower levels of health and energy. Workers who live at home may experience tensions associated with the interpenetration of private and public spaces under one roof. Telecommuting may also increase work-family conflict due to additional expectations placed on family roles. Thus, the hypothesis obtained based on the arguments above is:

H1: Work from Home has a Negative and Significant Impact on Work Life Balance

The Moderating Effects of Gender in the Relationship between Work from Home and Work Life Balance

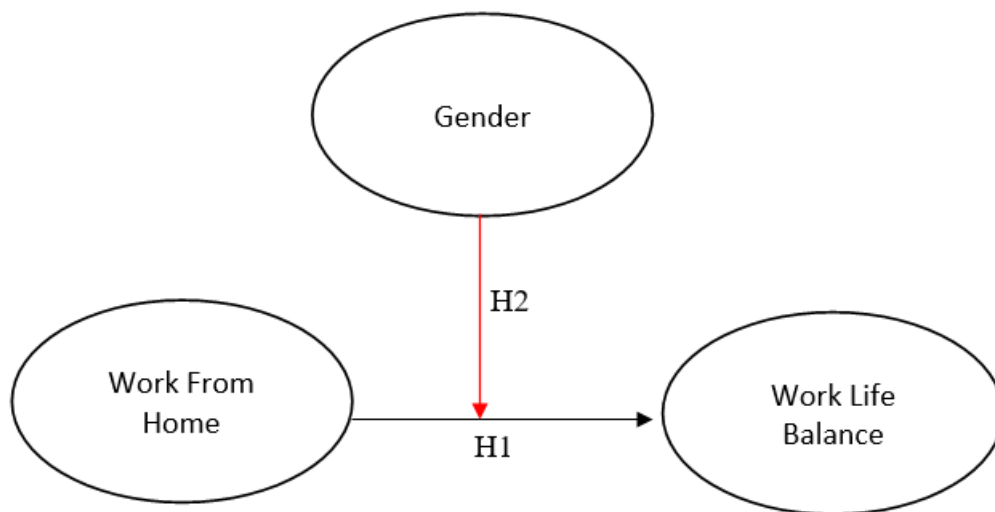
Gender inequality in work-life balance persists despite equal opportunity legislation, as men and women approach this balance differently due to societal standards and organizational perceptions. Women tend to spend more time on family-related activities than men, which is rooted in the historical hierarchy that separates men and women. While working from home, the line between work and family is blurred, increasing work-family interference and additional family responsibilities. This is especially harmful to women, who already bear the majority of the burden of childcare and housework. Although men have begun to contribute more to housework, it is unlikely that they will take on all the extra housework caused by working from home, and it is expected to be split equally between men and women at most. Work life context underwent unforeseen changes during the worldwide lockdown. the following hypothesis can be obtained:

H2: Gender Moderates the effect between Work from Home and Work Life Balance

THEORITICAL FRAMEWORK

Based on previous research, the relationship between variables and the formulation of hypotheses, a theoretical framework can be formulated as follows:

Figure 2.1 Theoritical Framework



RESEARCH METHOD

Population and Sample

Population, in the words of Sekaran and Bougie (2019), refers to the total collection of relevant individuals, occasions, or objects that the researcher intends to draw conclusions about. In this study, Teachers from Al Azhar BSD Muslim Foundation located in Bumi Serpong Damai, Tangerang Selatan and consisting of 2 branches which are Junior High School and Senior High School, were used as the research population of 92 people comprised of a full-time employee.

Research Variable and Operational Definition

Work Life Balance

Work-life balance (WLB) is a modification of the work-life balance self-assessment scale developed by Fisher et al (2009) which consists of three factors: work interference with personal life (WIPL), personal life interference with work (PLIW), and work/personal life enhancement (WPLE) questionnaire. Measurement indicators for Work Life Balance variables use eight items used by Fischer et al. (2009).

Work from Home

Ten questions were used to assess work from home (WFH) based on the work of Neufeld and Fang (2005). These questions were composed of five subcategories related to telecommuting, which include productivity, attitudinal component, social factor, and situational factor, based on available resources and distractions.

Gender

Handayani and Sugiarti (2008) argue that gender is a societal construct that differentiates between the responsibilities, duties, and positions of men and women. This differentiation is not based on biological characteristics or inherent qualities but rather on the specific roles and functions that individuals assume in different areas of life and progress.

ANALYSIS AND DISCUSSIONS

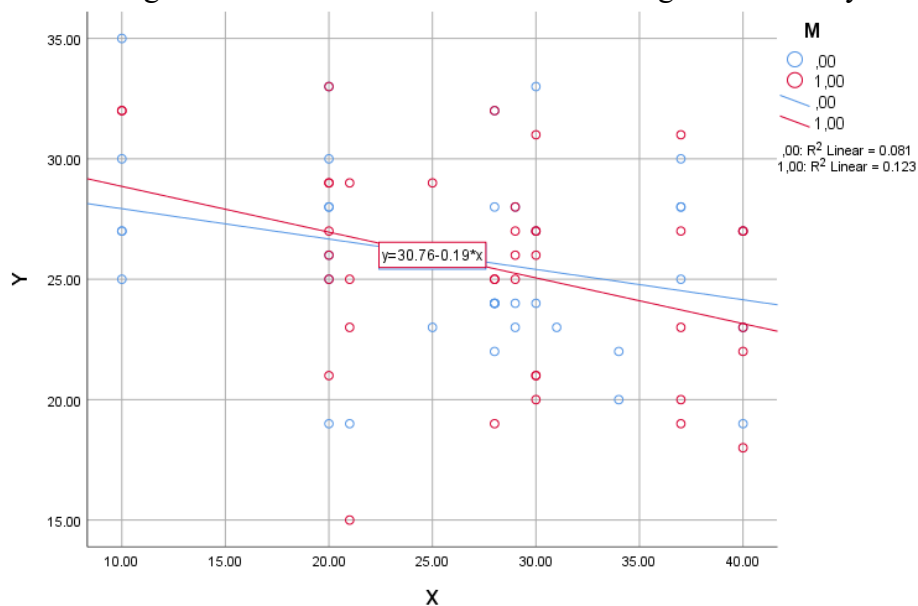
Hypothesis Testing

In this study, hypothesis testing tries to demonstrate how work from home impacts work-life balance, with gender acting as a moderator. The following is a presentation of the findings of hypothesis testing:

First Hypothesis

The results of the first hypothesis regression analysis to test the effect of work from home on work life balance can be presented in the following table and figure:

Figure 4. 1 Visualization of the Moderating Interaction by PROCESS



Based on the scatterplot provided by PROCESS or figure 4.1, the regression model can be shown as follows:

$$Y = a + bX$$

$$Y = 30,76 - 0.19X$$

Work from home has a coefficient of = -0.19 (Negative) indicating if there is an increase in the work from home variable, it will decrease the value of work life balance by 0.19.

Table 4. 1 Model Summary Regression Analysis

R	R ²	MSE	F	Df1	P
,3269	,1069	16,0197	2,8712	3,0000	,0422

Source: SPSS 25, Processed in 2023

F-Test

Based on table 4.10 statistical test findings, The first model has F value of 2,8712, and a p value of 0,0422 which is below 0,5 therefore Work from Home have a significant effect on Work Life Balance therefore proving the first hypothesis that work from home has a significant effect on work-life balance.

Coefficient of Determination (R-square)

The adjusted R square for the first model is 0,1067. Which means that the capacity of influence by Work from Home variable is 0,1067 in magnitude which suggest that Work from home affects work life balance by 10,67% while other factors that were not examined in this study affect the remaining 89,33%.

Second Hypothesis

The results of the second hypothesis regression analysis to test the moderating effect of gender between the relationship of work from home on work life balance can be presented in the following table:

Table 4. 2 Model of Moderated Regression Analysis

	Coefficient	se	t	p
Constant	27,6240	4,7676	5,7941	,0000
X	-,0621	,1696	-,3662	,7153
M	1,5659	3,1341	,4996	,6189
Int_1	-,0639	,1099	-,5618	,5625

Source: SPSS 25, Processed in 2023.

The nominal of the unstandardized coefficients (B) in the multiple regression model can be shown as follows based on table 4.11.

$$Y = A + B1X + B2M + B3XM$$

$$Y = 27,624 - 0,0621X + 1,565M - 0,0639XM$$

Based of the equation above, work from home variable have a coefficient of -0,062 (negative) indicating that if there is an increase in work from home there will be a decrease

in value of work life balance variable by 0,062. Meanwhile the gender variable has a coefficient of 1,566 (Positive) demonstrating that if there an increase in the gender variable, there will be an increase of value for work life balance variable by 1,566. And lastly, the interacted value of work from home variable and gender variable has a coefficient of -0,064 (negative) establishing that if the interaction between gender variable and work from home increase, work life balance would decrease by 0,064.

T-Test

The t-test for the interaction by gender for work from home variable revealed statistical results with a t-count value of -0,5618 and a significance level of 0.5625 which is above 0.5 thus the second hypothesis, that gender moderated the relationship between work from home and work life balance, is not supported because the significance level of work from home and gender is more than 0.5 significant value.

Coefficient of Determination (R-square)

Table 4. 3 Model of Moderated Interaction

	R ² -Change	F	Df1	Df2	P
X*M	,0042	,3385	1,000	72,000	,5625

Source: SPSS 25, Processed in 2023

The second model's Adjusted R Square is known to be 0.042 from the previous model which is 0,1067, which means the influence before and after gender is inserted into the equation decrease. However, when work from home and gender interact as moderating variables, the coefficient of determination attributable to this interaction is 0,42%. Therefore, it can be said that based off the results that Gender is not a moderating variable, and can only explain 0,42% of Work Life Balance, with the remaining 95.8% being explained by other factors not covered in this study.

Gender Differences in the Results

Based on the scatterplot and interaction visual provided by PROCESS or figure 4.1, the R2 for the Male gender is 0,081 while the R2 for the Female gender is 0,123 with both gender on downward trajectory thus explaining that work from home have negative effect on Work life balance for both gender with the female employee of around 12,3% and male employee around 8,1% thus showing a small number of differences with the female gender being the one more impacted compare to the male gender.

CONCLUSION

Conclusion

Based on the analysis and testing of the hypotheses regarding The Impact of Work from Home on Work life Balance with Gender as Moderating Variable that were conducted in the previous chapter, it can be concluded as follows:

1. Working from home significantly affects employee work-life balance, as evidenced by the F-test with an F-value of 2.871 and a significance level of 0.0422.
2. Achieving work-life balance requires setting boundaries between work and personal responsibilities, which can be challenging for employees accustomed to fixed working hours, particularly during the pandemic.

3. Gender has little impact on the relationship between working from home and work-life balance, as shown by the moderated interaction with a t-count of -0.582 and a significance level of 0.5625.
4. Male employees are more productive than female employees, but female employees are more efficient and organized due to their familiarity with technology and social media. Despite no gender difference in work interference with personal life, the lockdown environment was different from usual.
5. Both male and female employees may now divide housework more evenly, resulting in little variation in work-life balance between genders while working from home.

Managerial Implication

According to the result of this study, several suggestions can be given, as follows:

1. School teachers transitioning to remote learning due to COVID-19 should prioritize work-life balance and gender equality to promote employee well-being and job satisfaction. Teachers and administrators should take steps to mitigate negative impacts on work-life balance and offer support and resources to maintain it.
2. Schools should prevent teacher burnout and overwork by implementing policies or guidelines for work hours and communication.
3. Gender bias can still persist in remote work, so it's important to treat male and female colleagues equally in workload and work schedule when working remotely.
4. Assigning tasks based on strengths can improve job performance and satisfaction. Male teachers could be assigned tasks requiring more concentration, while female teachers could be assigned administrative tasks. Schools should treat male and female employees equally, providing equal opportunities and support.
5. Adopting a hybrid working model can achieve work-life balance for employees. Companies should allow both work-from-home and office work, with flexible and inclusive policies and adjustments for gender capabilities.
6. Incorporating self-study periods into the school schedule can promote better time management skills and reduce workload for teachers and students, promoting work-life balance. Educational institutions should consider such adjustments for teacher and student well-being.

Limitations

1. This study has a limited number of respondents in which amounts to 76 respondents
2. In this study, only gender used as a moderating variable between work from home and work life balance. While there are many other factors that can be used to moderate or influence the relationship between work from home and work life balance.

Future Research

1. Future results should be used to conduct this study on more samples to obtain a clearer picture of the outcome.
2. Future research should expand this study to include countries other than Indonesia to see how differences in culture and economic development might affect the results since other countries' cultures differ from those of Indonesia.
3. Future studies can broaden this research by studying other occupation than that of teachers where a comparison with this study could be interesting

4. The model might have to be modified to include more variables for analysis in further studies. Given that the new variables can help academics better understand each of the factors considered in this study.

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