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THE IMPACT STRESS SYMPTOM AND MOTIVATION TO PERCEIVED PRODUCTIVITY WORK FROM HOME COMPARISON WORK FROM OFFICE IN INDONESIA

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh gejala stres dan motivasi terhadap persepsi produktivitas bekerja dari rumah dan bekerja dari kantor sebagai budaya baru perusahaan Penelitian ini pendekatan asosiatif dan kuantitatif dengan sampel sebanyak 114 responden.
Teknik ini menggunakan uji validitas, uji reliabilitas, uji regresi linier berganda, uji parsial (R2) dan uji koefisien determinasi.
Hasil ditemukan pada work from office jika variabel gejala stres tinggi maka produktivitas yang dirasakan rendah. Selain itu, gejala stres saat bekerja dari kantor lebih sedikit dibandingkan gejala stres saat bekerja dari rumah. Ketika variabel motivasi meningkat maka persepsi produktivitas juga akan meningkat, sedangkan motivasi bekerja dari kantor lebih tinggi dibandingkan motivasi bekerja dari rumah. Hasil penelitian menunjukkan bahwa hipotesis dapat diterima.

ABSTRACT

This research aims to determine the effect of stress symptom and motivation on perceived productivity work from home and work from office as a new company culture. This research approaches associative and quantitative with a sample of 114 respondents. The results shows on work from office if the stress symptom variable is high, perceived productivity is low. Furthermore, stress symptoms on work from the office are less than stress symptoms on work from home. Besides it, if the motivation variable increases, perceived productivity will also increase, while motivation on work from the office is higher than motivation on work from home. The results of the study show that the hypothesis can be accepted.

INTRODUCTION

This research is motivated by several considerations. The pros and cons of working from Home (WFH). WFH, from an economic point of view, is very beneficial, such as saving on transportation costs and the cost of lunch at the office. However, this also brings consequences in more frequent communication with friends and superiors. The intensity of transmission is voice messages and can also be related to data. This needs to be considered more profoundly considering that the means of communication in each region are different, especially the network. Obstacles are not only from the subordinate side who are sometimes slow in responding to the leader's message but also the collaboration process sometimes still faces communication challenges with other team members.

By working at home, people often see the screen of Handphone/PC Monitor and/laptop, and this can sometimes be stressful because people are haunted by work deadlines that demand punctuality while most of the supporting documents are in the office. The consequences of WFH make family time increase, but this results in longer working hours because during breaks, the leader sometimes still asks about the progress of work that has not been completed. Besides that, boredom and loneliness because it has been a long time not seeing colleagues makes mental disturbances often due to the lack of interaction and collaboration processes that require face-to-face meetings.

Achieving performance targets is a challenge and evidence of the effectiveness of WFH. It is undeniable that achieving targets on WFH requires particular strategies and extra efforts. This is where the leadership role in implementing the WFO and WFH policies applied to a work unit is very decisive.

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There are very limited theoretical perspective on comparison perceived productivity during work from home and work from office. With the above background, becomes the basis for consideration authors to examine problems related to the source human resources (HR) with the title **"The Impact of Stress Symptom and Motivation to Perceived Productivity Work From Home Comparison Work From Office"**

LITERATURE REVIEW

Perceived Productivity

Productivity measures efficiency and the comparison between output in services or goods with inputs in money, materials and labour (Sutrisno, 2009). The purpose is the result obtained from work, profit, or several products. At the same time, the input means the resources used to get predetermined results in capital, energy, labour and materials. Productivity also has two dimensions, namely effectiveness which refers to what can be achieved at maximum work, namely the achievement of targets based on time, quantity and quality, and the second is efficiency, where efficiency is related to efforts to compare the realisation of input use with inputs or how work is done (Umar, 2010).

Work productivity" is "the ratio of output to physical input ratio. According to (Huselid, 2018) stated that job training can produce high work productivity. Determining work productivity can be determined through objective goals or objectives, employee comparisons with time, quality and control on results and facilities for employees (Sauermann, 2016).

Various forms of work productivity according to (Mulyadi, 2001) are:

1. Total, that is, without measuring and measuring the exchange of labor productivity between employees input.
2. Partial, which is done separately for one input and produces output.

There are several factors that can affect productivity, including work, salary, employee needs, employee placement, education, work environment, health, motivation, managerial factors and tools used. at the company, the assessment system carried out on employees is to measure productivity work of an employee. Measurement of work productivity for employees will determine the assessment and measure the work performance of an employee and by evaluating This can be determined to promote employees for promotions and also can give attention from the leader to his subordinates. Productivity assessment This can also be seen from the supporting factors, namely loyalty, integrity, leadership, honesty, team work, dedication and employee participation. The benefits expected by the leadership are to know the skills and capabilities each employee who is used as a reference in the Human Resources section in completion of an employee's work. Indicators of work productivity by

(Sauermann, 2016) are:

1. the existence of a target or work target must be objective,
2. the availability of work facilities for workers,

Work from home has an impact on productivity work. This Work From Home (WFH) is carried out well because of environmental factors that "force" work outside the office. Employees still show work productivity even though the job done at home is not like in the office, as previous research reinforced by (Simarmata 2020) that work productivity is significantly positively affected by Work From Home (WFH).

According to Simamora (2004) the dimensions used in the measurement work productivity includes work quantity, work quality and timeliness:

1) The quantity of work is a result achieved by employees in a certain amount with a standard ratio exists or is determined by company.
2) Quality of work is a standard of results related to the quality of a product produced by employees in this case is an employee's ability to complete work technically with the standard comparison set by the company.
3) Punctuality is the degree to which an activity is completed at the beginning the specified time, from the point of view of coordination with the output results as well as maximize the time available for other activities. 36 punctuality measured from the employee's perception of an activity provided at the beginning time until it becomes output.

In view of this, we propose of this following hypothesis:

Aspects of Perceived Productivity

Work Described Simamora (2004) to identify productivity work can be seen from the following aspects:

1) Quantity of work, is a result achieved by employees ina certain amount with a standard comparison exists or is determined by company.
2) Quality of work, is a standard of results related to quality of a product produced by employees in this case is an employee's ability to complete work technically with the standard comparison set by the company.
3) Timeliness, the degree to which an activity is completed at the beginning of the specified time determined, from the point of view of coordination with the output and 12 maximize the time available for other activities. Punctuality measured from the employee's perception of an activity provided at the beginning time until it becomes output.

Aspects of work productivity according to Sedarmayanti (2001) which developed from the ideas conveyed by Gilmore (1974) &Fromm (1975) about productive individuals, namely:

1) Constructive action
2) Believe in yourself
3) Responsible
4) Have a love for work
5) Have foresight
6) Able to solve problems and adapt to the environment fickle
7) Have a positive contribution to the environment (creative, imaginative and innovative)
8) Has the power to realize its potential.

Stress Symptom

Job stress is a dynamic condition in which individuals face opportunities, constraints, or demands related to what they desire most and the outcome is perceived as uncertain but essential. Job stress is a condition of dependence that affects the emotions, thought processes of a person. People who experience stress become nervous and feel chronic conditions. Work stress is a form of a person's response, both physically and mentally, to a change in the environment that is supposed to be disturbing and causes him to be threatened (Anoraga, 2008: 108).

Work stress shows that there are two types of stress, namely distress and stress eustress. Distress arises because they hate the job, complain about life's pressures, and feel that workers are helpless victims. Eustress comes from positive urges / pressures that arise because of the distance between our current condition and the goals we want to achieve Eustress, which is the result of a healthy stress response. This includes individual as well as organisational well-being that is associated with growth, flexibility, adaptability and high levels of performance.

Motivation

According to Armstrong (2014: 70), motivation is the strength and direction of behaviour and the factors that influence people to behave in specific ways. The Three Need Theory was put forward by David McClelland, who said that there are three human needs, namely: 1) The need for achievement, namely the desire to do something better than before; 2) The need for power, namely the need to be more vital, more influential on others; 3) The need for affiliation, "the need to be liked, develop, or maintain friendships with others. The trend of a motivation theory for organisations in government is closer to the Three Need Theory (David McClelland, 1961). These three dimensions are used to assess how motivation is carried out at the Directorate General of Resilience and Development of International Industrial Access.

Indicators of motivation

According to Sondang P. Siagian (2008:138), there are 8 indicators of work motivation consisting of :

1) Driving Force

The driving force is a kind of instinct, in the form of an impulse the power to move someone to behave in order to achieve destination. However, the methods used are different for each individual according to their cultural background.

2) Willingness

Willingness is the urge to do something because stimulated/influenced from outside (other people or the environment). Will indicates a certain reaction as a result of an offer from others.

3) Willingness

Willingness is a form of consent at the request of others so that he grants the request without feeling compulsion (sincere).

4) Building Skills

Building expertise is the process of creating or developing, the process of changing a person's proficiency in a particular field of knowledge.

5) Forming Skills

Skill is a person's ability to carry out complex and neatly arranged patterns of behavior in a smooth and appropriate manner with circumstances to achieve certain results/achievements. Shaping skills not only include motor movements, but also on the mastery of cognitive mental functions. Someone who being able to utilize/use other people appropriately is also considered as a skilled person.

6) Responsibility

Responsibility means a further consequence of implementation role, both in the form of rights and obligations or power. Responsibility generally interpreted as an obligation to do something or behave in a certain way.

7) Obligations

An obligation is something that must be carried out on something that is charged to him. For example, in the field of work, you will be given tasks to be completed.

8) Purpose

Objectives refer to statements about the desired state in which the company intends to achieve and as a statement about the situation in the future where the organization as a the collectivity tries to engender it.

Work from Home

Work From home is a term for working remotely, more precisely working from home, so workers do not need to come to the office face to face with other workers (WD Tuti, 2020). According to (Crosbie & Moore, 2004), working from home means paid work that is done mainly from home (at least 20 hours per week). Working from home will provide flexible time for workers to provide a balance of life for employees, on the other hand it also provides benefits for the company.

Changes in the organization in assigning duties and responsibilities to employees by "forbidding" employees to work in the office and gather in the room, so employees have to work at home, this is called work from Home (WFH) or work from Home (Mustajab et al. , 2013). Currently, WFH is a strategy adopted by many organizations and provides many benefits for organizations including educational institutions. 17 The application of WFH in Indonesia is said to be not because the organization works from its culture or method of origin, but to reduce the spread of Covid-19, so that decision making by managers must implement WFH to maintain employee productivity. The impact of working from home on employees' work effort is ambiguous. Since companies have fewer possibilities to monitor or supervise their employees, working from home can lead to negligence and hence result in lower individual work effort (Gariety & Shaffer, 2007). For some informants who have access to a place to live far away, WFH is ideal for maintaining productivity because of the reduction in costs and transportation time spent (Mustajab et al., 2013). Companies that support work from home claim that this latter opportunity results in greater productivity.

Work From Home Indicators

According to (Farrell, 2017) there are indicators of work from home among others are :

a. Flexible work environment.
   A work environment that provides employees have opportunity to choose for themselves regarding how, when and where employees engage in work-related they tasks.
b. Stress symptoms.

Stress symptoms. can be caused by stimuli that turns into heavy and prolonged so that someone is difficult deal with it and usually arises because of life problems andeveryday distractions.

c. Closeness to family.
The role of family is important for someone to support all activities and activities. So close to family will foster a sense of enthusiasm at work.

d. Travel time.
Travel time is the time it takes to cover a certain distance. This does not happen while doing WFH because at home employees do not need to go out to take a journey.

e. Health and work balance.
Maintain health and balance work for an individual is something that is important and must attention to obtain maximum work results.

f. High creativity and productivity.
Creativity is needed for always provide ideas for problem solving. Being at home is a thing which makes the feeling calm it makes the level of creativity increased and more productivity.

g. Separate home and office work and self-pressure.
This matter may be difficult to do because sometimes we get carried away when we are in House. This leaves work neglected, which must be done separate a special room for work to be more focused on doing her job

Research Hypothesis

Based on the background, problem formulation, and research objectives, the research hypothesis are formulated :

H_o = no relationship between the independent variable (X) and the dependent variable (Y)

H_1 = It is suspected that stress symptom has a positive and significant effect on perceived productivity during work from home / work from office

H_2 = It is suspected that motivation has a positive and significant effect on perceived productivity during work from home / work from office

H_3 = It is suspected that stress symptom and motivation together have a positive and significant effect on perceived productivity during work from home / work from office

This research can be drawn as an stress symptom, motivation and how those variables influence perceived productivity. The model framework can be seen from the image below.

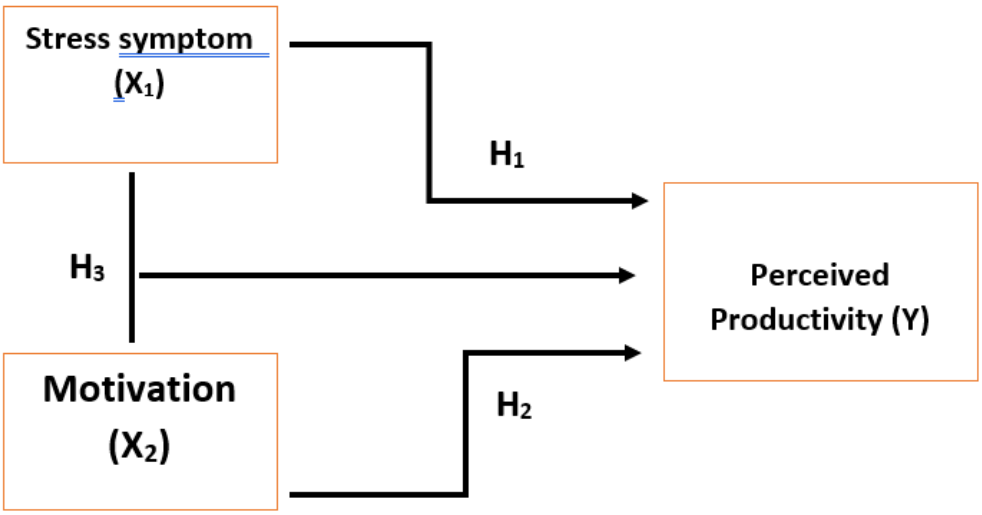

Figure Theoritical Framework

Econometric model uses multiple linear regression tests. In regression analysis, a regression equation is developed that is a formula that looks for the value of the dependent variable from the value of known independent variables. Regression analysis is used for forecasting purposes, where in the model there is a dependent and independent variable. Multiple regression is used if there are one dependent variable and two or more independent variables. The model of multiple linear regression equations is as follows.

$$\mathbf{Y = \alpha + \beta 1\ X1 + \beta 2\ X2\ + e}$$

Explanation :

Y = Perceived Productivity during work from home and work from office
X_1 = Stress Symptom during work from home and work from office
X_2 = motivation during work from home and work from office
α = constant
β1 = perceived productivity variable regression coefficient
β2 = motivation variable regression coefficient
e = error

METHODS

The research approach used in this research approach associative and quantitative. The object of this study consists of two independent variables: Stress Symptom (X_1) and Motivation (X_2). The method used in this research is descriptive and verification with a design to test the comparison of the variables between two objects to obtain a real difference (significant difference) by using the studied samples. To achieve the study objectives, author using a Multiple Linear Regression Analysis to determine the stress symptom, motivation, and perceived productivity during working from home and work from the office.

According to Sugiyono (2008), the sample is part or representative of a population that has the same characteristics and fulfills the population under investigation, the sample in this study is the portion of formal sector workforce in Bandung City. The sampling technique was by purposive sampling or sampling based on certain criteria such as :

a. Respondents is work in formal sector, 8 hours 5 days works in a week (9 am to 5 pm / Monday – Friday)
b. Had to be work from home and work from office

Table 3. 1 Scores for Alternative Answer

RESULT AND DISCUSSION

Results

The result of the validity and reliability tests in this study are presented as follows :

Validity Test

Details of the number of questions on each variable in the questionnaire are presented as follows :

Work From Office		
No.	**Variable**	**Total**
1	Stress symptom (X_1)	16
2	Motivation (X_2)	8
3	Perceived productivity (Y)	7
Total Questions		35
Work From Office		
No.	**Variable**	**Total**
1	Stress symptom (X_1)	16

2	Motivation (X_2)	8
3	Perceived productivity (Y)	7
Total Questions		35

Table 4.1 1 Statement Distribution Based Variables

Validity test in this study was calculated based on items or variables of trust, information quality, risk perception, and purchasing decisions. Data taken from respondents were then processed using IBM SPSS Statistics. If r-count is greater than r-table (rcount> rtable) then the statement item is considered valid and vice versa.

Following are the results of testing the validity of research instruments :

WORK FROM OFFICE			
Item No.	Correlation	Rt_{able}	Explanation
Stress Symptom (X_1)			
1	0.637	0.195	Valid
2	0.517	0.195	Valid
3	0.403	0.195	Valid
4	0.526	0.195	Valid
5	0.555	0.195	Valid
6	0.656	0.195	Valid
7	0.761	0.195	Valid
8	0.569	0.195	Valid
9	0.689	0.195	Valid
10	0.566	0.195	Valid
11	0.794	0.195	Valid
12	0.603	0.195	Valid
13	0.731	0.195	Valid
14	0.831	0.195	Valid
15	0.864	0.195	Valid
16	0.521	0.195	Valid
17	0.695	0.195	Valid
18	0.838	0.195	Valid
19	1	0.195	Valid
Motivation ($X_{2)}$			
1	0.665	0.195	Valid
2	0.750	0.195	Valid
3	0.768	0.195	Valid
4	0.764	0.195	Valid
5	0.668	0.195	Valid
6	0.642	0.195	Valid
7	1	0.195	Valid
Perceived productivity (Y)			
1	0.913	0.195	Valid
2	0.927	0.195	Valid
3	0.888	0.195	Valid
4	0.821	0.195	Valid
5	0.827	0.195	Valid
6	0.741	0.195	Valid
7	1	0.195	Valid
Work From Home			
Item No.	Correlation	Rt_{able}	Explanation
Stress Symptom (X_1)			
1	0.263	0.195	Valid
2	0.000	0.195	Valid
3	0.645	0.195	Valid

4	0.545	0.195	Valid
5	0.69	0.195	Valid
6	0.699	0.195	Valid
7	0.676	0.195	Valid
8	0.750	0.195	Valid
9	0.639	0.195	Valid
10	0.678	0.195	Valid
11	0.796	0.195	Valid
12	0.729	0.195	Valid
13	0.726	0.195	Valid
14	0.728	0.195	Valid
15	0.766	0.195	Valid
16	0.622	0.195	Valid
17	0.694	0.195	Valid
18	0.762	0.195	Valid
19	1	0.195	Valid
Motivation ($X_{2)}$			
1	0.172	0.195	Valid
2	0.499	0.195	Valid
3	0.710	0.195	Valid
4	0.708	0.195	Valid
5	0.666	0.195	Valid
6	0.654	0.195	Valid
7	1	0.195	Valid
Perceived productivity (Y)			
1	0.794	0.195	Valid
2	0.819	0.195	Valid
3	0.843	0.195	Valid
4	0.859	0.195	Valid
5	0.863	0.195	Valid
6	0.794	0.195	Valid
7	1	0.195	Valid

Table 4.1 2 Validity Test Result

The results of the observations in the r_{table} obtained the value of the sample (N) = 100 which is 0.195. So, referring to the results of the validity test, it was found that all instruments starting from the stress symptoms variable (X_1), Motivation (X_2), and perceived productivity (Y) all resulted in the value of r_{count} > than r_{table}. So it can be concluded that all instruments in this study can be said to be valid.

Realibility Test

Reliability testing in this study uses the Cronbach Alpha value. The reliability test calculation is done using SPSS 22.0 for windows. The reliability test results can be seen in the following table:

Work From Office	
Variable	Cronbach Alpha
Stress Symptom (X_1)	0.917
Motivation ($X_{2)}$	0.799
Perceived productivity (Y)	0.925
Work From Home	
Variable	Cronbach Alpha
Stress Symptom (X_1)	0.760
Motivation ($X_{2)}$	0.764
Perceived productivity (Y)	0.796

Table Reliability Test Results

From the results of the reliability test, all values obtained from the results of the X1 variable. X2 and y all produce values greater than 0.60 So it can be concluded that all instruments in this study are reliable.

Econometric Model

Analysis Multiple linear regression was chosen to analyze the submission of the inner hypothesis this research. Determine the effect information quality, risk perception and trust in purchasing decisions with Shopee users. Following are the results of the multiple regression analysis conducted by using the SPSS program

Multiple Linier Regression Analysis

The multiple linear regression coefficient values are presented in the following table :

Work From Office

Coefficients[a]

Model		Unstandardised Coefficients		Standardised Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	14.755	2.334		6.320	.000
	X1.TOT	-.077	.026	-.197	-3.011	.003
	X2.TOT	.598	.057	.683	10.441	.000

Table Multiple Linear Regression Coefficient

Based on the results of the multiple linear regression analysis above obtained the following equation:

Y = α + β1 X1 + β2 X2 + e

Perceived productivity = 14.755 + (-0.77X1) + 0.598X2

1. The constant value is 14,755 meaning that if there is no change in the stress symptom and motivation variables (the values for X1 and X2 are 0) then the perceived productivity is 14,755 units.
2. The stress symptom regression coefficient (-0.77), meaning that if the stress symptom variable (X1) increases by 1% with the assumption that the motivation variable (X2) and the constant is 0 (zero), then the perceived productivity contributes negatively.
3. The value of the motivation regression coefficient (0.598), meaning that if the motivation variable (X2) increases by 1% with the assumption that the motivation variable (X2) and the constant is 0 (zero), then perceived productivity contributes positively.

Work From Home

Coefficients[a]

Model		Unstandardised Coefficients		Standardised Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	12.166	2.456		4.953	.000
	X1.TOT	-.032	.028	-.082	-1.143	.255
	X2.TOT	.621	.068	.663	9.185	.000

Based on the results of the multiple linear regression analysis above obtained the following equation :

Y = α + β1 X1 + β2 X2 + e
Y = 12.166 + (-0.32)X1 + 0.621

1. The constant value is 12.166, meaning that if there is no change in the stress symptom and motivation variables (the X1 and X2 values are 0) then the perceived productivity is 12.166 units.
2. The stress symptom regression coefficient (-0.32), meaning that if the stress symptom variable (X1) increases by 1% with the assumption that the stress symptom variable (X1) and the constant is 0 (zero), then the perceived productivity Contributes negatively
3. The value of the motivation regression coefficient (0.621), meaning that if the motivation variable (X2) increases by 1% with the assumption that the motivation variable (X2) and the constant is 0 (zero), then perceived productivity Contributes positively.

Furthermore, to find out the hypotheses in this study were accepted or rejected, then carried out simultaneous or partial testing, as follows

T test

T test Work From Office Sample

T test is a test to show significance the influence of individual independent variables that exist in the model with respect to the dependent variable. This is meant to find out how far the influence of one independent variable explains variation dependent variable. If the significance value is less than 0.05 (sig<0.05), it can be concluded that the independent variable partial effect significantly on the dependent variable.

Coefficients[a]

Model		Unstandardised Coefficients		Standardised Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	14.755	2.334		6.320	.000
	X1.TOT	-.077	.026	-.197	-3.011	.003
	X2.TOT	.598	.057	.683	10.441	.000

Table T Test on Work From Office Sample

a. Stress Symptom X_1

The variable stress symptom X_1 has a negative and no significant effect on perceived productivity, this can be seen from value of t_{table} = t(a/2, n-k-1 = t (0.05/2; 114 -2-1) = 0.025;111 = 1.984

Means the value of t_{count} -3.011 t_{count} < $t_{table.}$ -3.011 < 1.984 , then H_0 is accepted and H_1 is not accepted.

Therefore, the hypothesis that stress symptoms has a positive and significant effect on perceived productivity during work from home is not accepted.

b. Motivation X_2

Variable motivation X_2 has a positive and significant effect on perceived productivity 0.06 > 0.05 and the value of t_{table} = = t(a/2, n-k-1 = t (0.05/2; 114 -2-1) = 0.025;111= 1.984

Value of t_{count} 10,441. It means that the t_{count} is 10,441 > 1,984, so H_0 is not accepted and H_2 is accepted. Therefore, the hypothesis that motivation has a positive and significant effect on perceived productivity during work from home is accepted.

T test Work From Home Sample

Coefficients[a]

Model		Unstandardised Coefficients		Standardised Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.166	2.456		4.953	.000
	X1.TOT	-.032	.028	-.082	-1.143	.255
	X2.TOT	.621	.068	.663	9.185	.000

Table T Test Result on Work From Home Sample

a. Stress symptom

The variable stress symptom X_1 can be seen from the value of t_{table} = t(a/2, n-k-1 = t (0.05/2; 114 -2-1) = 0.025;111 = 1.984

The value of t_{count} -1.143

t_{count} < t_{table} -1.143 < 1.984 , then H_0 is accepted and H_1 is not accepted.

Therefore, hypothesis that stress symptoms has a positive and significant effect on perceived productivity during work from home is not accepted.

b. Motivation

Variable motivation X_2 has a positive and significant effect on perceived productivity 0.000 > 0.05 and the value of t $_{table}$ = = t(a/2, n-k-1 = t (0.05/2; 114 -2-1) = 0.025;111= 1.984. Value of t $_{count}$ 9.185

It means that the t_{count} is 9.185 > 1.984, then H_0 is not accepted and H_2 is accepted. Therefore, the hypothesis that motivation has a positive and significant effect on perceived productivity during work from home is accepted

F Test

According to Pardede and Manurung (2014: 28), the F $_{test}$ can be used to simultaneously test the effect of the independent variable on the dependent variable (Y).

F Test Work From Office Sample

If the value of $F_{count} > F_{table}$, it can be interpreted that the regression model is correct, meaning that the joint influence by looking at the value of Ftable = f(k;nk) F= (2;114-2), Ftable = (2;112) = 3.08 with an error rate of 5% the F_{test} can be seen on the table :

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1474.810	2	737.405	62.412	.000[b]
	Residual	1311.480	111	11.815		
	Total	2786.289	113			

Table Result on Work From Office Sample

Based on the test results in the table above, it can be seen that the value of F_{count} 62.412 > 3.08 and a significant level of 0.000 < 0.05, then H_o is not accepted and H_3 is accepted, it can be concluded that the stress symptom variable X_1 and the motivation variable X_2 jointly have a significant effect on perceived productivity.

F Test Work From Home Sample

If the value of $F_{count} > F_{table}$, it can be interpreted that the regression model is correct, meaning that the joint influence by looking at the value of F_{table} = f(k;nk) F= (2;114-2), F_{table} = (2;111) = 3.08 with an error rate of 5% the F_{test} carried out on the result below :

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1228.657	2	614.328	42.185	.000[b]
	Residual	1616.466	111	14.563		
	Total	2845.123	113			

Table 4.1 3 F Test on Work From Home Sample

Based on the test results in the table above, the value of F_{count} 42.185> 3.08 and a significant level of 0.000 <0.05 then H_0 is not accepted and H_3 is accepted, it can be concluded that the stress symptom variable X_1 and the motivation variable X_2 together have a significant effect on perceived productivity.

Coefficient of Determination (R2)

The coefficient of determination (R^2) is used to measure how far the model's ability to explain variations in the dependent variable. The coefficient of determination (R^2) is between zero and one. A value close to one means that the independent variables provide almost all the information needed to predict the dependent variables provide almost all the information needed to predict the independent variable.

Coefficient of Determination (R^2) on Work From Office Sample

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.728[a]	.529	.521	3.437

Table R Square on Work From Office Sample

Based on the table, it can be seen that the value of the coefficient of determination is found in the Adjusted R Square value of 52.1%, the remaining 47.9% is explained by other variables not discussed in this study.

Coefficient of Determination (R2) on Work From Home Sample

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.657[a]	.432	.422	3.816

Table R Square on Work From Home Sample

Based on the table, it can be seen that the value of the coefficient of determination is found in the Adjusted R Square value of 42.2%, the remaining 57,8% is explained by other variables not discussed in this study.

CONCLUSION

The result indicated that used instrument was reliable and valid. So that the instrument can be consistent through repeated testing. When it came to the reliable data, then the data would be further analyzed for multiple regression analysis

Based on the result of analysis and discussion that have been done, it can be concluded that :

1. Based on analysis there is a negative influence of the stress symptom on work from office and work from home to perceived productivity. The value of t_{count} of stress symptom work from office and work from home is -3,011 and -1.143. It means if the stress symptom is high, perceived productivity is low. **Furthermore, stress symptom on work from office less than stress symptom on work from home. So from these results it can be concluded that stress symptom has a positive and significant effect on perceived productivity during work from home and work from office (H_1) is not accepted.**
2. There is a positive influence of the motivation on work from home and work from office to perceived productivity. The value of t_{count} motivation work from office and work from home is 10.441 and 9.184. This means that if the motivation variable increases, perceived productivity will also increase. **Furthermore, motivation on work from office higher than motivation on work from home. So from these results it can be concluded that motivation has a positive and significant effect on perceived productivity during work from home and work from office (H2) is accepted.**
3. There is an influence of stress symptom, motivation and perceived productivity work from office obtained calculated value of F_{count} 62.412 > 3.08 and a significant level of 0.000 < 0.05, it can be concluded that the stress symptom variable X_1 and the motivation variable X_2 jointly have a significant effect on perceived productivity. Furthermore stress symptom, motivation and perceived productivity work from home obtained calculated value of F_{count} 42.185> 3.08 and a significant level of 0.000 <0.05 it can be concluded that **the stress symptom variable X_1 and the**

motivation variable X_2 together have a significant effect on perceived productivity (H3) is accepted.

4. Adjusted R Square value of **work from office is 52.1%,** the remaining 47.9% is explained by other variables not discussed in this study. Beside it Adjusted R Square value of **work from home is 42.2%,** the remaining 57,8% is explained by other variables not discussed in this study

	Work From Office (WFO)	**Work From Home (WFH)**	
Perceived Productivity	**14.755**	**12.166**	**WFO>WFH**
Stress Symptom	**-1.143**	**-3.011**	**WFH>WFO**
Motivation	**10.441**	**9.184**	**WFO>WFH**

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