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THE EFFECT WORK FROM HOME REGULATIONS AND UNEMPLOYMENT RATE ON GOJEK DRIVER WELFARE ONLINE IN CITY OF SURABAYA

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ABSTRACT

Since its first appearance in China in December 2019, corona virus, also known as Covid 19, has spread fast to practically every corner of earth. At the end of March 2020, it had become epidemic in more than 200 countries in earth with total of infected patients above 800,000 people, Covid-19 was first labeled an epidemic by World Health Organization (WHO) at the end of January 2020. However, due to the virus's rapid spread over the worldwide, the WHO classified Corona Virus a pandemic.. Various ways of handling Covid-19, especially in the hero city of Surabaya, have been carried out starting from the making of policies. One of the methods used to implement social distancing is to work from home or "Work From Home" (WFH). The impact of this policy will certainly have an impact on well-being of online gojek drivers in Surabaya city. The purpose and stages of the research method, the research objective is to reveal the effect of Work From Home, and Unemployment, on well-being of Gojek Online Drivers in the City of Surabaya, the research stages begin with preparation, data collection, data analysis, report preparation and international publication. Derived from findings of research that has been carried out on the effect of Work From Home and the Unemployment Rate on the Welfare of Gojek Drivers in the city of Surabaya, it can be concluded that there is a partial influence and there is also a simultaneous influence.

Keywords: Work From Home, Unemployment Rate, welfare

PRELIMINARY

Responding to the outbreak of the Corona virus or Covid 19, all levels of society work together to control Covid-19 from central government level to lowest level in the family sphere. The more viral Covid-19 outbreak called the Corona Outbreak has had a systemic impact on society. The work sector, both formal and informal, such as education, tourism, trade and transportation, must work hard to adapt to the development of the Covid-19 infection. Various ways were also carried out starting from making policies regarding gathering or doing activities with large numbers of people, for example the application of "social distancing" by limiting visits to crowded places and making direct contact with other people. One of the methods used to implement social distancing is to work from home or "Work From Home" (WFH). Impact of covid 19 Not only people have to work from home or learn from home, some people have to lose their jobs because they have been laid off from where they work.

The specific objective to be achieved from this research is to use an expost facto

approach, namely research led to inspect occasions that have happened which then, at that point follow back to discover the components that can cause these occasions. Expost facto research intends to follow back, if conceivable, what are the elements that cause something to occur. The urgency of research, it is time in amidst of Covid 19 pandemic, the government must be observant in taking a policy to pay attention to the welfare of online Gojek drivers. In Indonesia, the ride-sharing service that is quite excited and has caught the public's attention is the emergence of Gojek, where this application actually only provides facility to support people to easily get transportation immediately and doubtless.

Gojek is one of the largest ride-sharing application services where monetarily it is part of a creative economy to maximize efficiency and fight the chaos of the current mass transportation system. Economically, Gojek can produce profits from both technology innovation application supplier and driver. Based on LIPI researchers, the expansion of access and use of digital applications is believed to be able to make a real contribution to Indonesia's financial improvement as development of the creative industry. With the existence of an IT-based creative economy, public consumption increases due to access, convenience and tends to be more efficient. If consumption increases, it will automatically encourage economic growth. On the other hand, increasing demand for products will cause the industry to require additional workers, which in turn has an impact on employment

In 2011, Gojek Indonesia was established as a creative social entrepreneur to support changes in the casual transportation area so it can work expertly. GoJek management implements a benefit imparting framework to around 1000 bike cabbies who are currently under auspices of Gojek and spread across Greater Jakarta. Appropriation is 80% of income for cruiser cab drivers and 20% for Gojek. With online transportation, the unemployment rate in Indonesia has decreased, this is based on the realization of the 2014-2019 RPJM, the open unemployment rate fell to 5.34% in 2018 from 5.94% in 2014.

LITERATURE REVIEW

Work From Home is a term for working distantly, more accurately telecommuting, so laborers don't have to go to the workplace vis-à-vis with other laborers. According to Crosbie & Moore (2004), working from home implies paid work done fundamentally from home (least 20 hours of the week). working from home will give adaptable opportunity to laborers to give equilibrium of life to workers; then again it likewise gives advantages to the organization.

Meanwhile, Mustajab, et al., (2020) argues that Work from Home Changes in

organization in assigning duties also obligations to workers by “forbidding” workers from do their duties in office also meeting in room, so employees have to work from home, this seems to be called work from home (WFH) or working from home. WFH is a system embraced by numerous associations and gives many advantages to associations including educational institutions. The application of WFH in Indonesia is said to be not on the grounds that associations work from their original culture either method, but to reduce the spread of Covid-19, so dynamic by directors should implement WFH to keep up with representative usefulness. For certain witnesses who approach to a place to live far away, WFH is great for keeping up with efficiency due to a a huge decrease in transportation expenses and time (de Vos, Meijers & Van Ham in Mustajab, et al. 2020).

Meanwhile, according to Retnowati (2020), companies that encourage work from home state that this last outcomes in more prominent efficiency. 2) Work from Home Indicators According to Kathleen (2017), there are markers of work from home including: a) Flexible workplace, a workplace that gives employees the opportunity to make their own choices regarding how, when and where employees engage in tasks related to their work. b) Stress disorders. Stress disorders can be caused by stimuli that turn out to be severe and prolonged so that a person is difficult to deal with and usually arises because of life problems and daily disturbances. c) Closeness to family. The role of the family is important for a person to support all his activities and activities. d) Travel time. Travel time is the time it takes to cover a certain distance. e) Health and work balance. Maintaining health and work balance for an individual is something that is important and must be considered to obtain maximum work results. f) High creativity and productivity. Creativity is needed to always provide ideas in problem solving. g) Separating home and office work and self-pressure.

Unemployment is a condition in which an individual belonging to a place with the workforce needs to find a new line of work however has not had the option to get it. Meanwhile, Sukirno (76: 2012) claims unemployed is someone who does not have a work, but is not effectively searching for work not named unemployed. Unemployed is able to happen because of irregular characteristics in the work market. This indicates that the quantity of laborers supplied surpasses the quantity of laborers demanded. Unemployment can be also defined as a condition wherein an individual belonging to a place with the workforce classification does not get some work and is effectively searching for work (Nanga, 2001). Meanwhile, according to Layte (2001) states that unemployment is dangerous for people's lives because they do not have income to

consume. Meanwhile, according to Yacoub (2012) states that the effect of unemployment causes the socio-economic status of the community to decline, it will also affect the health, income, and welfare of the community.

Based on Law No. 11 2009, social government assistance is a state of satisfying the material, otherworldly, and social requirements of residents to live appropriately and have the option to foster them, with the goal that they can do their social functions. Welfare theory (In Todaro: 2006) argues that social government assistance is decidedly related to per capita pay, yet adversely related to with destitution and imbalance. Where in this hypothesis is described through government assistance equation as follows: $W = W(Y,I,P)$. The clarification of the equation is: Where Y is income per capita and decidedly identified with the government assistance work is inequality and negatively related, and P is absolute poverty and also negatively related, these three components have different significance and need to consider these three elements to get comprehensive assessment of well-being in developing countries. Meanwhile, according to Zulhanafi (2013), people group can be called prosperous if the local area has had the option to address the issues of life autonomously. Problem looked by numerous nations concerning the government assistance of the community seems to be failure of the local area to meet their daily needs (Sri, 2010).

RESEARCH METHODS

The type of research used is ex post facto using descriptive quantitative research methods, the object of research is online Gojek drivers in the city of Surabaya, the population in this study is Gojek Online drivers in the city of Surabaya, and the research sample is 200 people who are determined by proportional random technique sampling. Variable data Y, X1, X2 were gathered using a questionnaire as instrument. The scale conducted in examining this factor is a Likert scale.

Data that has been gathered is then accumulated utilizing the accompanying techniques: 1) Data checking (editing), before processing the data, it is necessary to check the data first. So, in this study, a questionnaire instrument containing 20 questions was provided. 2) Coding, give a code to edited data, in an effort to work on data, by putting a mark in numbers 1–5 in every classification of answers from all respondents. Value of strongly agree can be coded with 5 as score, after the data is collected the data tabulation is made and processed with SPSS for 23.

RESULTS AND DISCUSSION

Validity test shows the level which an instrument quantifies what it wants to assess. Therefore the validity of the research instrument or tool. Measuring this data using the product moment correlation technique from Pearson. Which can determine the calculated r value of each research instrument item which is compared with the r table with the number of respondents as many as 200 people. With the condition that if it has r count > 0.138 then the research instrument is said to be valid. On the other hand, if the value of r count < 0.138 , it can be concluded that the item of the instrument is said to be invalid. To test this validity, the computer program SPSS for 23 was assisted. The results of data processing in this study showed that r count $>$ from 0.138, so it can be concluded that the research instrument is valid.

The results of the reliability test of the variable construct used in this study obtained an Alpha value greater than 0.70 Ghozali (2018). This means that the constructs of these variables are reliable. The results of data processing in this study indicate that the Alpha value in this study is 0.863, then the Alpha value is $>$ from 0.70, so it can be concluded that the research instrument is reliable.

In this study using multiple linear regression analysis which serves to examine impact of independent variables on the dependent variable simultaneously (simultaneously), namely independent variable, namely Work From Home, Unemployment Level with the dependent variable, namely the Welfare of the Gojek Driver. Furthermore, knowing the effect of independent variable on the dependent variable partially, namely independent variable, namely Work From Home, Unemployment Level with the dependent variable being the Welfare of the Gojek Driver. The following are the results of multiple linear regression calculations using the SPSS for 23.

Probability plot normality test, according to Ghozali (2018), the regression model may be supposed to be regularly dispersed if the plotting information (specks) that portray the genuine information follows an inclining line. This study shows that the normality test with a normal distributed regression model is able to be said that data is typically disseminated as shown in Figure 1.

According to Ghozali (2018), multicollinearity tolerance and VIF tests do

not occur if tolerance value shows > 0.100 and VIF value shows < 10.00 . In this study, it indicates that tolerance value for the Work From Home variable is 0.994, where the result is > 0.100 , and the tolerance value for the Unemployment Rate variable is 0.994, where the result is > 0.100 . Meanwhile, the VIF value for the Work From Home variable is 1.006, where the result is < 10.00 and the unemployment rate variable is 1.006, where the result is < 10.00 . From these results, it is able to be inferred that there are no symptoms of multicollinearity in data of research which are contained in table 1.

According to Ghozali (2018), there is no heteroscedasticity, in the event that there is no reasonable wavy example, widening then narrowing in the scatterplots picture, and the focuses spread above and beneath the number 0 on the Y pivot. shown in figure 2.

To determine the regression formula in this study, it is presented in table 2 above. Relying on above table, an equation model may be made by writing it as follows:

$$Y = 23.408 + 0.263 X_1 + 0.090 X_2 + \mu$$

Where :

Y = Welfare of Gojek Drivers

X1 = Work From Home

X2 = Unemployment Rate

μ = error (0,05)

The coefficient of determination shows capital The independent variable (Work From Home (X1), Unemployment Rate (X2), in explaining the Dependent variable (Gojek Driver Welfare) the adjust R Square number shows the coefficient of determination. The adjusted R square is 0.42. This means 42% change in Y variable is caused by changes in X1 and X2 variables while the remaining 58% is caused by external factors, changes in X1 and X2. The adjusted R number is used because the number of variables is more than 2. If less than two then R square is used, it can be shown in table 3.

There are two hypothesis tests in present research including t test and F test

7 using multiple linear regression analysis. Multiple linear regression analysis serves to determine the effect either individually (partial) or jointly (simultaneously) between the independent variables, namely Work From Home, Unemployment Rate with the dependent variable in the form of Gojek Driver Welfare. The following are the results of calculations with SPSS for 23 multiple linear regression.

Partial t test in multiple linear regression relying on significance value. Ghozali (2018), if value of sig. shows <0.05 , it indicates that (X) as independent variable partially influences dependent variable (Y). Present research showed that Work From Home variable as (X1) obtained a significance value of 0.000, where result was <0.05 . Meanwhile, the unemployment rate variable (X2) has a significance value of 0.000, which result shows <0.05 . So it is able to be inferred in this study for a partial t-test on the Work From Home variable as (X1) that has a partial impact on Welfare of the Gojek Driver (Y) and the Unemployment Level variable as (X2) get a partial impact on Welfare of the Gojek Driver (Y), it can be shown in table 4.

Simultaneous multiple linear regression F test relying on the significance value. Ghozali (2018) describes that if the value of sig. shows <0.05 , it indicates that independent variable (X) concurrently affects dependent variable (Y). Research shows that the Work From Home (X1) variable has a significance value of 0.000, where result is <0.05 . Meanwhile, the unemployment rate variable (X2) has a significance value of 0.000, where the result shows <0.05 . So that it is able to be inferred in this study that simultaneous F-test on the variable Work From Home (X1) and the Unemployment Rate (X2) has a simultaneous effect on the Welfare of Gojek Drivers (Y), which can be shown in table 5.

The Effect of Work From Home on the Welfare of Gojek Drivers

4 Influence of Work From Home on the Welfare of Gojek Drivers in city of Surabaya. It can be seen from the partial t test in multiple linear regression relaying on significance value. Ghozali (2018) explains if value of sig. shows <0.05 , it indicates that independent variable (X) partially affects independent variable (Y). Present research showed that Work From Home (X1) variable obtained a significance value of 0.000, which result was <0.05 . Thus, it is able to be inferred in this study that partial t-test on the Work From Home (X1) variable has a partial effect on the Welfare of Gojek Drivers (Y).

The Effect of Unemployment Rate on the Welfare of Gojek Drivers

Influence of Unemployment Rate on the Welfare of Gojek Drivers in the city of Surabaya. It can be seen from the partial t test in multiple linear regression according to significance value. Ghozali (2018) defines that if the value of sig. shows <0.05 , it indicates that independent variable (X) partially affects independent variable (Y). Present research shows that the variable unemployment rate (X2) obtained a significance value of 0.000, which result is <0.05 . Thus, it is able to be inferred in this study that partial t-test on the Unemployment Rate variable (X2) get a partial effect on the Welfare of Gojek Drivers (Y).

The Influence of Work From Home and Unemployment Rate on the Welfare of Gojek Drivers

Influence of Work From Home and Unemployment Rate on the Welfare of Gojek Drivers in city of Surabaya. It can be seen from the F test. Ghozali (2018) describes that if the value of sig. shows <0.05 , it indicates that independent variable (X) concurrently affects dependent variable (Y). Research shows that the Work From Home (X1) variable has a significance value of 0.000, where result is <0.05 . Meanwhile, the unemployment rate variable (X2) has a significance value of 0.000, which result is <0.05 . Thus, it is able to be inferred in this study that simultaneous F-test on the variable Work From Home (X1) and the Unemployment Rate (X2) has a simultaneous effect on the Welfare of Gojek Drivers (Y).

CONCLUSION

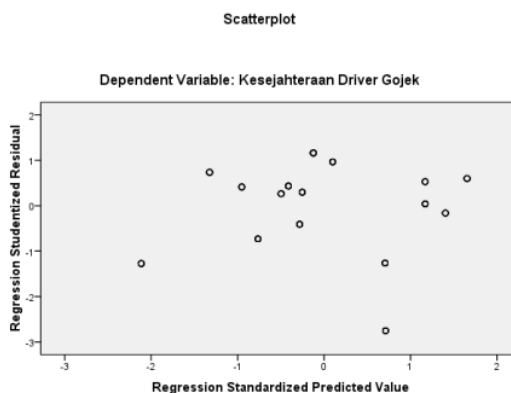
Relying on results of research that has been done on Work From Home, the Unemployment Level on the Welfare of Gojek Drivers in the city of Surabaya, it can be concluded that Work From Home has a significant effect on the Welfare of Gojek Drivers affect Welfare of Gojek Drivers, Unemployment Levels have a significant effect on the Welfare of Gojek Drivers, From these results it can be concluded that if Gojek Drivers have a high Unemployment Rate then it can affect the Welfare of Gojek Drivers. Simultaneously the variable Work From Home (X1), Unemployment Rate (X2), affects the Welfare of Gojek Drivers. it can be concluded that when working from home conditions are long, and the unemployment rate increases, it will affect the increase in the welfare of Gojek

drivers.

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Picture 2 : Results Heteroscedasticity Scatterplots



Source: primary data processed

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Table 2: Results Coefficient of Determination (R2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.654 ^a	.427	.422	4.12464	1.672

a. Predictors: (Constant), Tingkat Pengangguran, Work From Home

b. Dependent Variable: Kesejahteraan Driver Gojek

Source: primary data processe

Table 3: Results of t test analysis

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Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-2.638	3.101		-0.851	.396		
	Work From Home	.199	.054	.199	3.679	.000	.994	1.006
	Tingkat Pengangguran	.561	.050	.607	11.224	.000	.994	1.006

a. Dependent Variable: Kesejahteraan Driver Gojek

Source: primary data processe

Table 4: Results of F Test Analysis

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2502.032	2	1251.016	73.535	.000 ^a
	Residual	3351.488	197	17.013		
	Total	5853.520	199			

a. Predictors: (Constant), Tingkat Pengangguran, Work From Home

Source: primary data processe

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