

Strategies for Increasing Civil Servants' Work Productivity on the Application of Work from Home

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Abstract: The implementation of Work from Home (WFH) for Civil Servants (PNS) is a new thing to do now, amid the 2019 Corona Virus Disease pandemic (Covid-19), the PNS is required to remain productive in their work. This study expects to break down the elements that can increase the work productivity of Civil Servants. Respondents of this study focus on Civil Servants (PNS) who work in back-office positions. This sort of research is quantitative with survey methods. The examination respondents were 100 (one hundred individuals), and information were breaking down utilizing the SPSS PC program. The outcomes indicated the impact of Motivation, Work Experience, and the use of Information Technology on the Productivity of Civil Servants. The greatness of the effect decides the authority of the association to assess these components.

Keywords: strategy, motivation, work experience, Utilization of Information Technology

Date of Submission: 20-05-2020

Date of Acceptance: 05-06-2020

I. Introduction

The organization is a forum for all members who are in it to jointly achieve the goals set because the goals are fundamental in the establishment of an organization that is achieved effectively and efficiently. Through the achievement of these goals, an organization can develop and enhance its positive image. Amidst the advancement of science and innovation, it is progressively driving associations to have a successful way of dealing with the onslaught of progress and competition. The inability to deal with the flow of science and technology can undermine the organization, and vice versa, if it is able to anticipate these conditions, then the positive image of the organization and the sustainability of its activities can continue. The activity is carried out in order to achieve the planned target. Achieving a target illustrates how productive an organization is. Therefore, it can be said briefly that the organization must increase its Productivity to keep it running. One such organization is the Government Organization.

As it is known that in the midst of a corona pandemic, all as it is known that in the midst of a corona pandemic, all government organs implement health protocols at work, namely by implementing work from home. Work from home or abbreviated as WFH is a term of working remotely, more precisely working from home, so employees are not required to have a physical presence in the office to meet with fellow employees and customers. One strategy for telecommuting is for government workers to forestall the spread of Corona Virus Disease 2019 (Covid-19) inside Government offices. As indicated by Crosbie and Moore (2004), telecommuting is an appearance of the application of flexible working hours that provide many choices for employees, but in practice, it requires processes, guidelines, and policies that regulate, so as to provide benefits for employees and institutions. Work from home requires a link between home and office, one of which uses internet technology.

In a circumstance where the Internet of Things (IoT) is turning into an inexorably intriguing issue of conversation in the time of the modern transformation 4.0 because its concept has not only the potential to influence lifestyle but also the way it works, then Work From Home can be a real practice of accelerating the use of internet-based services on an individual level.

The Internet of things (IoT) is declared as a progression that can pass on electrifying changes in the way we live. It is seen as an enabling operator that will extend capability in different locales, including transport and collaborations, prosperity, and collecting. The IoT will help the improvement of systems through forefront data assessment and be the impulse for new market areas by benefitting by its computerized, physical qualities, offering to climb to cross-cutting applications and organizations (Miorandi et al. .2012).

Most likely the best impact all-around of the IoT is depended upon to overcome the presence of the Fourth Industrial Revolution, where IoT progresses are to be solidified into every time of the gathering method. This will incorporate a move from mechanized to smart gathering structures (Thoben, Wiesner, and Wuest 2017), intertwining advanced, physical systems, robotized mechanical innovation, huge data examination, and conveyed registering (Fedorov et al. .2015). The IoT can be utilized all through the improvement lifecycle

through the presentation of brilliant associated machines with proactive support, empowering a more astute assembling process conveyed through savvy coordination, permitting quick, adaptable, and lean assembling. Advanced dynamic and inventive arranging strategies, joined with brilliant lattice innovation, will mean the vitality effectiveness of plants can be expanded.

While the Industry 4.0 guarantees emotional improvement in efficiency and the production of new business and administration models, it has additionally made a disturbance in different field of ventures (Christensen, 1997; Schwab, 2018). With the development of online organizations, a large number of the good old organizations have kicked the bucket while new territories of administrations and conveyances are presented.

Work from Home forces employees to use technology to facilitate work done remotely, including meetings that are usually held in meeting rooms and hotels turn to video conferencing. Then the letter that is usually done through hardcopy printing at this time is enough to use soft file, sent by e-mail, and the use of digital stamps. This raises new problems, especially for employees who were not accustomed to using technology or from the side of habits, which initially worked in the office with all the hustle and bustle of work during working hours, turning locus to work at home. According to the Kompas R&D survey on March 20, 2020, the advantages and disadvantages of the implementation of Work from Home are mentioned, namely:

Table 1, Strengths and Weaknesses in Implementing Work from Home

Strengths	Weaknesses
Reducing community mobility	Not all types of work can be done at home
More flexible time	Being uncomfortable for those who live in narrow homes and do not have work space
More convenient	Communication and coordination can be less effective
More focused and effective	May be ineffective due to a lot of interference from other family members
Cost savings in office infrastructure (electricity and others)	Absence of work and communication equipment
	Requires high commitment to be able to finish work on time
	Working time becomes unlimited, employees must make their own working hours
	Slowing economic growth

source: Litbang Kompas 2020

Working from home has its own challenges compared to working from the office, for example in terms of compliance, namely coming to work on time and returning after work hours are over which is not possible in the application of work from home, as stated by Setyo, et al. (2019), that from the part of the representative exhibition, the nearness of workers in the working environment in an opportune and never late way is something critical that truly decides representative presentation.

The next challenge as the results of the Kompas Research and Development is the absence of working tools. One such work tool is the availability of a stable internet network. This is important considering the main things that must be considered from a variety of activities at home are very dependent on the speed and stability of the Internet, such as video conferencing, sending work through e-mail, and coordination and communication through other virtual media. If employees continue to use old equipment, there will likely be many obstacles that occur so that the target of employee output is not achieved. As is known, the use of electronic media and communication is dominated by the millennial generation, some of whom have become Civil Servants. The characteristics formed in the millennial generation are internet addiction, self-confidence, and high self-esteem and are more open and tolerant of change (Kilber et al. 2014).

If we look at the current number of Civil Servants according to data from the State Civil Service Agency as of December 2019, it is known that the millennial group (age <38 years) is at 30.8%, and the remaining generation is more senior (Baby Busters and Baby Boomers) who still dominates 69.2%. Demographic evolution and much research in this area (Ybema, F.J.; et al., 2017 and McCrindle, M.; Wolfinger, E., 2010) shows that associations must adapt to maturing workers. Also, it is realized that the kind of representative age that meets at work will show regular mentalities to work, values, and inspirational inclinations of each (as per Starecek et al. and Caganova, D et al. 2017). When employees continue to work with old equipment will make the job ineffective. So, organizations must follow technological developments that can help increase Productivity.

As such, successful implementation of work from home returns to employee awareness. Even though the outputs that have to be completed while working from home have been determined, there is no guarantee that these employees will use their work time for things outside of work that can reduce the value of Productivity.

In line with the development of the current government system, which demands a new paradigm in governance, namely the governance system paradigm that leads to "Good Governance," the use of technology can help organizations improve performance and subsequently achieve competitive advantage.

From the training perspective, for instance, the Japanese government has been attempting to cut the hindrances among subjects and teaches as a significant change in accordance with set up the super-brilliant future for Society 5.0 (Hayashi, 2019). In a techno-savvy culture and well-developed human resources in Japan, such reorientation should be relatively easy to undertake. Nevertheless, under a more traditional system of education in Indonesia, such strategies might not be easy to undertaken.

In view of a survey of the aftereffects of past investigations and the conclusions of these experts, Productivity is generally influenced by Motivation, Work Experience and Utilization of Information Technology. Therefore, the strategy to increase employee productivity in an organization can be done by paying attention and expanding the variables that influence the Productivity of the representative. The similarity is, if the elements that influence profitability increment, then Productivity of the employees themselves will also increase

II. Literature Review

Work Productivity

Sedarmayanti (2009: 73) defines Productivity as a psychological mentality that consistently has the view the personal satisfaction today should be superior to yesterday, and tomorrow is superior to today. Productive mental attitudes include motivational, disciplined, creative, innovative, dynamic, professional, and struggling spirits. Simamora (2004: 612) said that work productivity indicators namely; work quantity, work quality, punctuality.

Furthermore, according to Siagian (2002), work productivity is a behavior that is shown by employees. In terms of behavior and personality, a person often places himself in various forms of attitudes, ways of thinking and ways of acting. Various things that affect the personality of employees are reflected in their behavior and will automatically affect their performance. Work productivity is a capacity to do exercises that produce an item or work as per the predefined quality in a shorter time than a workforce. Every association will fundamentally have various strategies for its HR so as to accomplish representative efficiency. The components that influence work efficiency are:

The workload is directly related to physical, mental, and social burdens that affect the workforce so that efforts to place workers in accordance with their abilities need to be considered.

- a. Work capacity is the ability of a person to complete his work at a certain time. Work capacity is very dependent on the sex of education, technology, skills, age, and work experience.
- b. Additional expenses are due to the work environment. The workplace will have an effect as a reduction in representative profitability. Employee work productivity has an influence on the goals to be achieved by the organization.

Therefore, every organization must take measurements on employee work productivity. To be able to evaluate employees objectively and accurately we must be able to measure the level of Productivity of their work. Work productivity as an idea that shows the connection between work results and the unit of time expected to deliver a particular product of a workforce. Measuring work productivity is basically used to decide the degree of the viability and proficiency of employee work in producing an outcome.

According to Makawimbang (2012: 212), it is explained that Productivity is generally interpreted as a comparison between the work done and what has been done, while Umar (2008: 9) says that Productivity implies an examination between the outcomes accomplished (yield) with the entire asset utilized (input). In line with this opinion, George J Washnis in Saksono (1997: 113) states that Productivity contains two main concepts, namely efficiency and effectiveness. Efficiency measures the level of human, financial and natural resources needed to meet the desired level of service. While the effectiveness of measuring the results and nature of administration accomplished. So, it tends to be presumed that Productivity is a correlation between the outcomes accomplished (yield) with all the assets utilized (inputs) related to effectiveness and efficiency. Output is related to results. Inputs related to the resources used. While Gomes (2003: 160) states the results of his research that Productivity is influenced by five factors: abilities, knowledge, skills, attitudes and behaviors.

Motivation

Rivai and Sagala (2011: 837) expressed inspiration is a progression of perspectives and qualities that impact people to accomplish explicit things as per singular objectives. As indicated by Hamzah B. Uno (2009: 73) measurements and pointers of work inspiration can be gathered into inner and outer inspiration. Interior inspiration remembers obligation regarding completing undertakings, doing errands with clear targets, having clear and testing objectives, having criticism on the aftereffects of his work, having a feeling of joy at work, continually attempting to beat others and organizing the accomplishments of what he does. While outer inspiration incorporates continually attempting to address the issues of life and the necessities of his work, glad

to get acclaim from what he did, working with needing to get motivations, working with the expectation of getting consideration from companions and bosses.

Each employee is primarily motivated by primary needs and as a result experiences different stimulus as rewards at different levels. In such manner, McClelland's (1985) needs hypothesis offers a very much characterized set of persuasive components (needs) - particularly created for the work environment - and consistent outer inspirational elements (Steers et al. 2004)

Work motivation insinuates factors that enable, arrange and keep up delegate direct after some time (Steers et al. 2004). In their graph, Steers et al. (2004) and Latham and Pinder (2005) summarize three critical headings of motivation theory: first, content theories target perceiving factors unequivocally associated with motivation. Critical substance theories join, for instance, Maslow's (1943) speculation of different leveled needs, Herzberg et al's. (1959) help neatness speculation, and McClelland's (1987) need theory. Second, process theories revolve around the techniques fundamental work motivation and regard motivation from a one of a kind perspective. Without a doubt the most recognizable strategy theories are, for instance, target setting theory (Locke and Latham 2002), social-perception speculation (Bandura 1977), or trust theory (Vroom 1964). Third, value theories include a sociological perspective to work motivation with the explanation that sensible systems in a legitimate setting improve motivation (Latham and Pinder 2005). As per Lohrasbi, 2006, which may assist with improving Productivity, is inspiration as want, fearlessness, and duty.

Work Experience

According to Ranupandojo (2004), work experience is a proportion of the time span or work period an individual has taken to have the option to comprehend the undertakings of a vocation and have completed well. Somebody's work experience shows the kinds of work somebody has done that gives an incredible chance to somebody to make a superior showing. The broader one's work understanding, the more talented an individual, is in acting to accomplish the expressed objectives (Handoko, 2009). The components that impact work experience are as per the following:

- a. Background, including education and training/courses in the past that have been done by someone.
- b. Talent and intrigue, and
- c. Level of information and abilities had.

With work understanding, there has been a procedure of including information and abilities and mentalities to an individual so it can bolster in creating themselves with existing changes. With the experience picked up, somebody will be progressively proficient and gifted and ready to complete their work obligations. With rehased practice will reinforce and improve one's information and capacities.

For an employee, work processes are exercises that will add experience so that the employee is able to solve the problems he faces in the work process. Therefore, the experience can arouse and invite someone to see all work as opportunities to continue to practice and learn throughout life.

Based on the various descriptions above, it very well may be inferred that work experience is the degree of dominance of information and aptitudes of an individual in his work that can be estimated from the working time frame and from the degree of information and abilities they have. The more work experience they have will minimize mistakes in the production process so that they will be more careful, and the organization can provide good compensation for their services.

Foster (2001: 43) says that markers of work experience are the period of time/long stretches of work, the degree of information and aptitudes had, authority of work, and equipment. Yanti Itafia (2014) states that work experience positively and significantly influences employee productivity. Experience can draw out one's latent capacity. The maximum capacity will develop slowly after some time in light of different encounters. So the main thing in this relationship is somebody's capacity to gain from their encounters, both sweet and unpleasant. In this way, basically, the experience is a comprehension of something that is disguised and with thankfulness and encountering something that is acquired understanding, aptitudes or qualities that are integrated with one's potential.

Work Experience is essentially compelling on the nature of a worker gave to the organization in the form of services because of work experience there are various types of work that have been done by employees so that if the results are good, then the organization will gradually provide appropriate compensation to employees so that they are even more excited to work.

Logically, particular graduated class are not, now, obliged by the old corporate structures that may have generally limited their statement related aptitude. Or maybe, they directly can accumulate a generously increasingly expansive plan of aptitudes and experiences that they can trade off at different times of their calling cycle (Arthur and Sullivan, 2006). Meanwhile Boone and Ganeshan (2001) affirm this finding and show a critical, positive connection between hierarchical experience and Productivity. Neighboring that, according to Setyo, et. al. (2019), Focus on work is generally credited to commitment. This condition shows to the pioneers

to be proficient and administer people and handle the assignments according to their capacities, so the work will be undeniably done.

Utilization of Information Technology

The connection among shoppers and maker changed as the utilization and adjustment of the Internet by organizations and customers increased. Any shopper can turn into a substance maker in a joint effort with different purchasers and makers while heretofore they had been just watchers of substance that is delivered by different makers (Cormode and Krishnamurthy, 2008; Fukuda, 2019). This change expected makers to look for new models of significant worth added creation to turn out to be more client situated.

In Indonesia, the foundation advancement with the Palapa Ring satellites and the increasing speed of Internet access from not exactly half to over 56% (268.2 million) of its populace has extended the utilization of Social Media, web-based business, and other online exercises (Data Books, 2019). With the advancement of web-based business, balance tech, and huge information examination, anticipated that the Indonesian computerized economy would arrive at more than USD 150 billion every 2025. It is not yet clear, be that as it may, regardless of whether the Indonesian individuals will have the option to receive the reward of such organizations by turning out to be proficient makers or just turning out to be trustworthy shoppers.

E-government is a push to use data and correspondence innovation that is expected to improve proficiency, adequacy, straightforwardness, responsibility. Data and correspondence innovation created in government or called e-government makes it simpler for individuals to get to government strategies so programs propelled by the administration can run easily. E-government can likewise bolster progressively proficient government the board and can improve correspondence between the administration and the business and modern areas. The general population can give contribution on strategies made by the legislature with the goal that it can improve government execution.

Ben-Arieh et.al. (2002), who experimentally explored the issues of data over-burden, show that fitting utilization of data and correspondence advancements impacts administration profitability. While according to Thomson (1991) there are six factors that impact the utilization of data innovation are social components, influence, multifaceted nature, task appropriateness, long haul outcomes and encouraging conditions.

III. Research Methodology

In this investigation the creators utilized an enlightening method with a quantitative approach. This condition is aligned with the research variables to be examined by researchers who must be in accordance with the facts in the field and the phenomena that occur at this time. The use of descriptive methods with a quantitative approach as expressed by Nana Sudjana and Ibrahim (2007) is a descriptive research method with a quantitative approach used if it aims to describe or explain an event or an event that is happening now in the form of meaningful numbers. "

The estimating instrument utilized as a study. Singarimbun (2000) characterizes study look into as research that takes tests from one populace and utilizes a poll as an essential information assortment instrument. While this kind of research utilizes affiliated research techniques. Cooperative research will be inquire about that means to discover the connection between at least two factors (Sugiyono (2014). In view of the information utilized, this investigation is a quantitative report since it alludes to the figuring and Analysis of information as numbers.

As in this investigation led with an all-out example of 100 (one hundred) individuals in the back office, making it increasingly feasible for Civil Servants to do Work from Home (WFH) contrasted with representatives whose extent of work is in the field. The examining method in this investigation utilized arbitrary inspecting.

Besides, so as to get a review of measured research results, the Likert scale is utilized for this situation. Likert scale is a psychometric scale utilized one of them in rounding out polls, and Likert scale is the most broadly utilized scale in investigate as reviews. As per Sugiyono (2009), the Likert scale is utilized to quantify the mentalities, feelings, and view of an individual or gathering of individuals about social marvels. In light of this understanding it tends to be reasoned that the Likert scale can be utilized to gauge somebody's demeanor by communicating their understanding or conflict with a specific subject, article or occasion. Likert scale, one of which utilizes five degrees of answers that can be molded as follows:

Table 2; The Scale of Likert

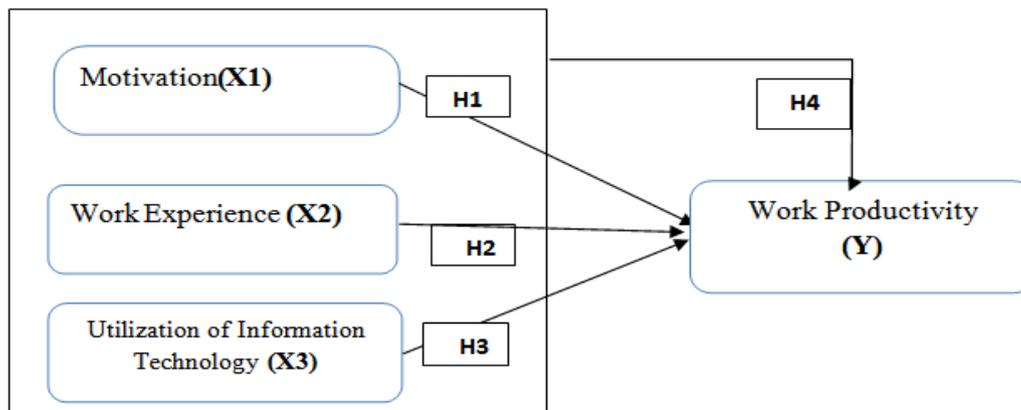
No.	Statement	Score
1.	Strongly Disagree (SD)	1
2.	Disagree (D)	2
3.	Less Agree (LA)	3
4.	Agree (A)	4
5.	Strongly Agree (SA)	5

After the data is collected then it is processed and analyzed using the SPSS computer program. The questionnaire distributed to respondents refers to:

Table 3; Variables, Dimension, and Indicators

Variables	Dimension	Indicator
Motivation	Commitment	Understanding of the duties and responsibilities assumed
	Level of Confidence	Achievement of the targets that have been set
Work Experience	Educational Background	The ability to analyze a job
	Talent and Interest	Employee preparedness in receiving assignments
	Level of Knowledge and Skills	Comprehension of the specialized parts of the work
Utilization of Information Technology	Intensity of Internet Usage	The average length of internet usage in a certain period
	Frequency of Online Media Usage	Number of applications used in working
Work Productivity	The Quantity of Work	Ability to reach of work numbers of completions on target
	The Quality of Work	Accuracy, completeness, and neatness in the completion of work
	Timeliness	Using the best time to complete work

Table 4; Research Hypothesis



Hypothesis (H):

H1: Motivation (X1) influences Work Productivity (Y)

H2: Work Experience (X2) influences Work Productivity (Y)

H3: Utilization of Information Technology (X3) influences Work Productivity (Y)

H4: Motivation (X1) Work Experience (X2) Supervision (X1) and Utilization of Information Technology (X3) simultaneously affect Work Productivity (Y)

IV. Results and Discussion

Test of Validity

Validity is described as how much the exactness and precision of an apportioning instrument in conveying its estimating capacity. Legitimacy is a measure that shows the degree of legitimacy or legitimacy of an instrument. An instrument is viewed as substantial in the event that it can gauge what is wanted. At the end of the day, having the option to get the correct information from the factors considered. Legitimacy testing utilizes the SPSS program with the Pearson Correlation technique, which associates everything with the all-out score of the survey things.

Validity testing utilizes the SPSS program with the Pearson Correlation strategy, which associates everything with the complete score of the survey things. Choices for legitimacy, as legitimacy: (Priyatno, 2013), to be specific:

- If count > r table, the question item is declared valid.

- If r count $<$ table or r count is negative, then the question item is declared invalid.

R table qualities can be found in the r measurement table. Given the estimation of r table with $df = n-2$ or $100-2 = 98$ and the 2-followed test is 0.197. It tends to be seen that for the factors X_1 , X_2 , and Y all inquiries things esteem Pearson Correlation between everything with an absolute score of more than r table 0.197. So, it very well may be inferred that the things in the survey for these factors are legitimate.

Test of Reliability

Unwavering quality on a fundamental level demonstrates the degree to which the consequences of an estimation can be believed, implying that whenever done on a similar gathering of items got generally similar outcomes. Unwavering quality Test is a proportion of the solidness and consistency of respondents in noting matters identified with explanations which are measurements of a variable and masterminded as a survey.

Interpretation of the results of the descriptive analysis of statistical variables

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Motivation (X1)	100	10	25	18.74	4.022
Work Experience (X2)	100	7	19	15.09	3.343
Utilization of Information Technology (X3)	100	8	20	15.54	3.549
Work Productivity (Y)	100	8	20	15.40	3.204
Valid N (listwise)	100				

This Analysis is to discover the portrayal of variable information, for example, mean, least worth, greatest worth, and standard deviation. From the table above it very well may be seen the factual portrayal of the complete score of the factors utilized in this investigation. For variable X_1 the quantity of information is 100, the base worth is 10, the greatest worth is 25, the average is 18.74, and the standard deviation is 4.022. Etc for other variables.

Interpretation of the results:

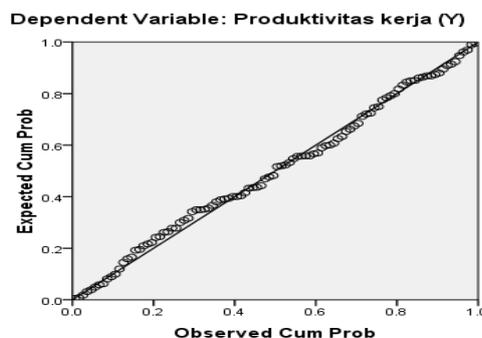
Classic assumption test results:

1) Residual Test of Normality

Typicality test in the relapse model is utilized to test whether the lingering esteem is ordinarily disseminated or not. A decent relapse model is one that has an ordinarily dispersed lingering esteem. Lingering is the distinction between the Y variable and the anticipated Y variable.

The best approach to distinguish it is to take a gander at the spread of information at the inclining source on the normalized P-P Normal Plot of relapse normalized diagram as a reason for dynamic. On the off chance that it spreads around a line and follows a slanting line, the relapse model is ordinary and doable to foresee autonomous factors and the other way around. (Ghozali, 2016). Picture as follows:

Normal P-P Plot of Regression Standardized Residual



The ordinariness test results can be found in the Regression yield in the Chart Normal P-P plot picture. It tends to be seen that the focuses spread around the line and follow the corner to corner line, the relapse model is typical. Another approach to test typicality is the Kolmogorov Smirnov Z One Sample test strategy. The testing models are as per the following: (Priyatno, 2013)

- If the Significance esteem (Asym Sig 2 tailed) > 0.05, at that point the information is typically conveyed.
 - If the Significance esteem (Asym Sig 2 followed) ≤ 0.05, at that point the information isn't typically conveyed.
- Picture as follows:

NPar Tests (Residual Normality Test)

		Unstandardized Residual
N		100
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	1.52526353
Most Extreme Differences	Absolute	.050
	Positive	.041
	Negative	-.050
Kolmogorov-Smirnov Z		.498
Asymp. Sig. (2-tailed)		.965

a. Test distribution is Normal.

From the above yield, it will in general be seen that the noteworthiness esteem (Asym.sig 2 followed) is 0.965 > 0.05, so the residuals are typically circulated.

2) Multicollinearity Test

Multicollinearity is a state wherein an ideal or close immaculate straight relationship exists between free factors in the relapse model. A relapse model is said to encounter multicollinearity if there is an ideal straight capacity on a few or the entirety of the autonomous factors in a direct capacity, and the outcomes are hard to track down the impact between the free and ward factors.

Step by step instructions to see if or not there is a multicollinearity issue, among others, by taking a gander at the estimation of Variance Inflation Factor (VIF) and Tolerance, if the VIF esteem is under 10 and Tolerance is more than 0.100, at that point multicollinearity is pronounced. (Priyatno, 2013). Picture as follows:

Coefficients^a

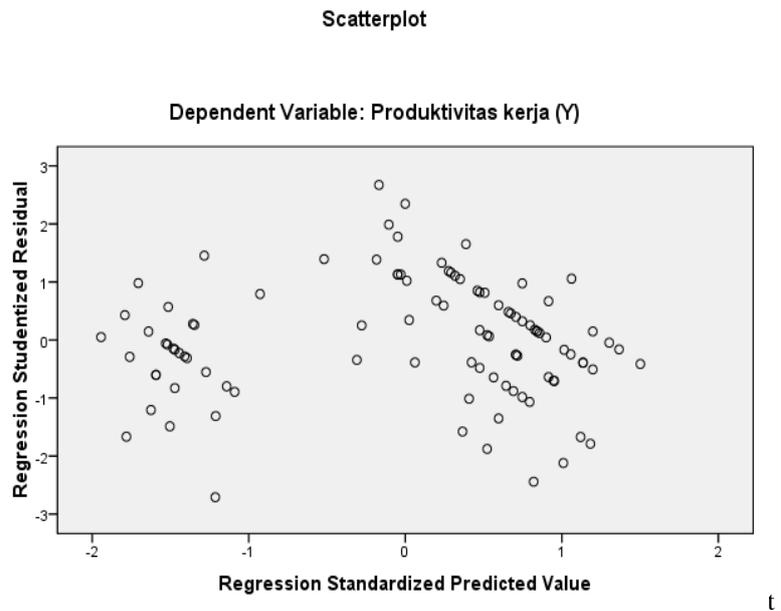
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.969	.861		1.125	.263		
	Motivation i (X1)	.516	.060	.648	8.651	.000	.421	2.373
	Work Experience (X2)	.133	.058	.139	2.301	.024	.645	1.551
	Utilization of Information Technology (X3)	.177	.059	.196	3.021	.003	.561	1.784

a. Dependent Variable: Work Productivity (Y)

It very well may be seen that there is no multicollinearity issue, this can be seen from the VIF esteem for the three autonomous factors under 10, and the resilience esteem is more than 0.100.

3) Heteroscedasticity Test

Heteroscedasticity is where there is an inconsistent fluctuation in residuals for all perceptions in the relapse model. To distinguish the nearness or nonappearance of heteroscedasticity by taking a gander at the example of focuses in scatterplots relapse. In the event that the focuses spread with hazy examples above and underneath the number 0 on the Y-pivot then there is no heteroscedasticity issue. (Ghozali, 2016). Picture as follows:



Heteroscedasticity test results can be found in the yield Regression on Scatterplot pictures, and it tends to be seen that the focuses spread with hazy examples above and beneath the number 0 on the Y hub, so it very well may be reasoned that there is no heteroscedasticity issue in the relapse model.

Another approach to test heteroscedasticity is through the Glejser Test. This Glejser Test is completed by relapsing free factors on outright leftover qualities. Lingering is the contrast between the estimation of the variable Y with the anticipated estimation of variable Y, and total is the outright worth (every single positive worth). On the off chance that the criticalness esteem between the autonomous factors and outright residuals is more than 0.05, at that point there is no heteroscedasticity issue. (Ghozali, 2016), the image as follows

Regression (Heteroscedasticity Test Glejser Test method)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.825	.527		1.566	.121
	Motivation (X1)	-.059	.036	-.251	-1.628	.107
	Work Experience (X2)	.060	.035	.210	1.689	.095
	Utilization of Information Technology (X3)	.037	.036	.136	1.021	.310

a. Dependent Variable: ABS_RES

Heteroscedasticity test results can be seen that the three autonomous factors have a criticalness estimation of more than 0.05, so it tends to be presumed that there is no heteroscedasticity issue in the relapse model.

Results of the analysis:

a. Equation of Multiple Linear Regression

Different straight relapse examination is utilized to decide the impact of the autonomous factors on the needy variable either halfway (t test) or together (F test). The numerous direct relapse condition is utilized to plan the relapse condition and to discover the estimation of the expansion or decline of the Y variable over the adjustment in factor X. The general type of the different direct relapse condition with five free factors is as per the following: $Y = b_0 + b_1X_1 + b_2X_2 + b_3X_3 + e$

Error Factor (value 0)

The outcomes got after the information are prepared with the assistance of the SPSS program are introduced in the accompanying table:

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.969	.861		1.125	.263		
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	Work Experience (X2)	.133	.058	.139	2.301	.024	.645	1.551
	Utilization of Information Technology (X3)	.177	.059	.196	3.021	.003	.561	1.784

a. Dependent Variable: Work Productivity (Y)

The equation is :

$$Y = 0,969 + 0,516X_1 + 0,133X_2 + 0,177X_3$$

The meaning of these numbers is as follows:

- Constants of 969; implying that on the off chance that X1, X2, X3 esteem is 0, at that point the greatness of Y esteem is 0.969.
- Variable relapse coefficient X1 of 0.516; implying that each expansion of X1 by 1 unit, it will build Y by 0.516 units, expecting the other autonomous factors have a fixed worth.
- Variable relapse coefficient X2 of 0.133; This implies each expansion in X2 by 1 unit, it will build Y by 0.133 units, accepting the other autonomous factors have a fixed worth.
- Variable relapse coefficient X3 of 0.177; it implies that each expansion of X3 is 1 unit, it will build Y by 0.177 units, accepting the other autonomous factors have a fixed worth.

b. T test results:

test in various relapse is utilized to decide if the free factor relapse model somewhat significantly affects the reliant variable.

Theory:

- Ho: There is no halfway impact of X1, X2, and X3 on Y
- Ha: There are halfway impacts of X1, X2, and X3 on Y

Dynamic measures:

- Ho is acknowledged whether - t tally \geq - t table or t check \leq t table (no impact)
- Ho is dismissed if - t number juggling $<$ -t table or t arithmetic $>$ t table (powerful)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.969	.861		1.125	.263		
	Motivation (X1)	.516	.060	.648	8.651	.000	.421	2.373
	Work Experience (X2)	.133	.058	.139	2.301	.024	.645	1.551
	Utilization of Information Technology (X3)	.177	.059	.196	3.021	.003	.561	1.784

a. Dependent Variable: Utilization of Information Technology (X3)

Conclusions as follows:

- Variable X1 incompletely influences Y. This is on the grounds that the estimation of t arithmetic $>$ t table (8,651 $>$ 1,985) or hugeness $<$ 0.05 (0,000 $<$ 0.05) with the goal that Ho is dismissed. The impact is certain in light of the fact that the estimation of t number juggling is sure, implying that in the event that X1 expands, at that point Y additionally increments.
- Variable X2 incompletely impacts Y. This is on the grounds that the estimation of t arithmetic $>$ t table (2,301 $>$ 1,985) or hugeness $<$ 0.05 (0.024 $<$ 0.05) with the goal that Ho is dismissed. The impact is certain in light of the fact that the estimation of t math is sure, implying that on the off chance that X2 builds, at that point Y additionally increments.

- Variable X3 incompletely impacts Y. This is on the grounds that the estimation of $t_{\text{arithmetic}} > t_{\text{table}}$ ($3.021 > 1.985$) or hugeness < 0.05 ($0.003 < 0.05$) with the goal that H_0 is dismissed. The impact is certain on the grounds that the estimation of t_{math} is sure, implying that on the off chance that X3 builds, at that point Y likewise increments.

c. F test results:

The F test is utilized to see if the free factors together significantly affect the needy variable.

Speculation:

- H_0 : There is no joint impact of X1, X2, and X3 on Y
- H_a : There are impacts of X1, X2, and X3 together on Y

Dynamic models:

- H_0 is acknowledged whether $F_{\text{math}} \leq F_{\text{table}}$ (no impact)
- H_0 is dismissed if $F_{\text{arithmetic}} > F_{\text{table}}$ (powerful)

ANOVA^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	785.684	3	261.895	109.162	.000 ^a
Residual	230.316	96	2.399		
Total	1016.000	99			

a. Predictors: (Constant), Utilization of Information Technology (X3), Work Experience (X2), Motivation (X1)

b. Dependent Variable: Work Productivity (Y)

The following conclusions: Variables X1, X2, and X3 together affect Y. This is because the calculated F value $>$ F table ($109.162 > 2.699$) or then again centrality < 0.05 ($0.000 < 0.05$) with the goal that H_0 is dismissed.

d. Determination analysis results (Adjusted R Square):

Assurance examination is a measure that shows how much the variable X adds to the Y variable. Assurance examination is utilized to decide the level of commitment of the impact of the autonomous variable all the while on the reliant variable. Picture as follows:

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.879 ^a	.773	.766	1.549	2.415

a. Predictors: (Constant), Utilof Information Techn..(X3), Work Exp. (X2), Motivation (X1)

b. Dependent Variable: Work Productivity (Y)

It very well may be seen that the factors X1, X2, and X3 together impact Y of 0.766 or 76.6% and the rest are affected by different components not analyzed.

V. Conclusion

This examination is expected to decide the connection between Motivation, Work Experience, and Utilization of Information Technology on the Productivity of Civil Servants. In view of the information that has been handled, it is known as follows:

- Variable Motivation, Work Experience, and Utilization of Information Technology partially affect the Productivity of Civil Servants.
- Variable Motivation, Work Experience, and Utilization of Information Technology together affect the Productivity of Civil Servants during Work from Home with an effect of 76.6%, and the rest are influenced by other factors not examined.
- In the setting of quickening the technique of expanding the Productivity of Civil Servants, the administration of the office must direct an assessment of the presence of these three factors so as to help administration exercises during the usage of work from home.

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Agus Dwi Praptana, et. al. "Strategies for Increasing Civil Servants' Work Productivity on the Application of Work from Home." *IOSR Journal of Business and Management (IOSR-JBM)*, 22(6), 2020, pp. 08-20.