



The Adaptability of Women Workers in the Higher Education Environment of Samarinda City to WFH Patterns during the Covid-19 Pandemic

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ARTICLE INFO

Article history:

Received 21 January 2023

Accepted 1 April 2023

Published 10 June 2023

Keyword:

Work from Home
Career Adaptability
Work Productivity
Female Workers
Covid-19 Pandemic

ABSTRACT

The Covid-19 pandemic that has hit the world since December 2019 has changed the order of human life, including work patterns in public and private sector organizations in the context of implementing social distancing. This article analyzes the adaptability of workers to produce performance in their organizational environment under abnormal conditions (during a pandemic). Research subjects are female workers in the university environment of Samarinda City from four universities selected to be the sample, namely Mulawarman University, Muhammadiyah University of East Kalimantan, Samarinda State Islamic Institute and Samarinda State Polytechnic. The result showed that the application of the Work from Home (WFH) pattern faced by female workers in the Samarinda City university environment during the Covid-19 pandemic did not become an obstacle to their work productivity, due to high adaptability. Although WFH exposes female workers, especially those who are married and have children, to various challenges related to changes in their work environment during the pandemic period. So that the higher the adaptability of female workers in the university environment in Samarinda City, the higher their work productivity will also increase during the WFH pattern during the Covid-19 pandemic. The WFH patterns become a new form of work model that can increase work productivity and improve the quality of life of female workers in the university environment in Samarinda City, because the role of the public and the domestic role it carries is still capable of being done

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Kata kunci:

Work From Home
Adaptabilitas Karir
Produktivitas Kerja
Pekerja Perempuan
Pandemi Covid-19

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DOI: 10.30604/jika.v8i2.1950
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ABSTRAK

Pandemi Covid-19 yang melanda dunia sejak Desember 2019 merubah tatanan kehidupan manusia, termasuk pola kerja di lingkungan organisasi sektor publik maupun swasta dalam rangka penerapan social distancing. Artikel ini menganalisis adaptabilitas pekerja dalam menghasilkan kinerja di lingkungan organisasinya pada kondisi tidak normal (masa pandemi). Subyek penelitian adalah para pekerja perempuan di lingkungan perguruan tinggi Kota Samarinda dari empat perguruan tinggi yang terpilih menjadi sampel yaitu Universitas Mulawarman, Universitas Muhammadiyah Kalimantan Timur, Institut Agama Islam Negeri Samarinda dan Politeknik Negeri Samarinda. Hasil penelitian menunjukkan bahwa penerapan pola WFH yang dihadapi pekerja perempuan di lingkungan perguruan tinggi Kota Samarinda selama masa pandemi Covid-19 tidak menjadi hambatan bagi produktivitas kerja mereka, sebab adanya adaptabilitas yang tinggi. Walaupun WFH menghadapkan pekerja perempuan, khususnya yang berstatus menikah dan memiliki anak, pada berbagai tantangan yang

berkaitan dengan perubahan lingkungan kerjanya selama masa pandemi. Sehingga semakin tinggi adaptabilitas pekerja perempuan di lingkungan perguruan tinggi Kota Samarinda, maka semakin meningkat pula produktivitas kerjanya selama pola WFH di masa pandemi Covid-19. Pola WFH menjadi bentuk model kerja baru yang mampu meningkatkan produktivitas kerja serta meningkatkan kualitas kehidupan pekerja perempuan di lingkungan perguruan tinggi Kota Samarinda, sebab peran publik dan peran domestik yang diemban tetap mampu dilakukan.

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INTRODUCTION

In the conditions of the Covid-19 pandemic, there has been a shift in views towards the work environment that during the pandemic work can still be done outside the office, which in this case changes its place, namely at home (Jaiswal & Arun, 2020). However, Work from Home (WFH) conditions become a new challenge for workers and organizations in achieving their goals, namely the smooth implementation of organizational activities, because changes in the work environment that make home as a position for workers to perform their duties, mixed with activities at home, which are certainly very connected to the activities of all family members at home (Kong et al., 2022; Xiao et al., 2021). In addition, the WFH pattern requires several supporting resources for workers to continue to be able to carry out their work properly, as in normal times or conditions not during the Covid-19 pandemic as well as to continue to quarantine themselves from the outside environment to avoid the spread of Covid-19 (Savić, 2020; Vyas & Butakhieo, 2021).

The challenge is even tougher for women workers. Where women who have a career (work) are always faced with the demands of success for their formal work in the workplace, but also must be successful in their domestic duties (Susiana, 2019). The domestic role has always been attached to women workers. Basically, female workers when they return home from work, will do the second shift work, after their formal work. Unlike male workers, female workers, even though they work in the formal realm, must still have a commitment to the household eternally, unlike men whose commitment to the household is only temporal (Musyafa'ah et al., 2022). In patriarchy, (Candraningrum, 2013) expresses a woman's nobility not in her name or career, but in her household.

(Santilli et al., 2014) states that if women work, then women undergo very heavy dual roles and responsibilities which then give birth to superwoman syndrome. This is what underlies the researchers' initial hypothesis that the workload of female workers is higher than the workload of male workers, so research on female workers in this case is important.

Several experts (Fahlén, 2016; Vohlídalová, 2017) also state that the effects of women's participation in the formal labor market force them to experience socially reproduced double discrimination. Although women also benefit from increasing social class individually as well as for themselves and their partners in the social environment. However, (Ukhova, 2022) state that justice can be achieved for female workers if men are willing to share the work when they get home, that is, by not imposing all domestic duties on them.

Therefore, the object of this study is female workers, if the challenges faced by female workers are heavier than

male workers because in addition to the workload of female workers is heavier due to their inherent domestic roles, women also face many realities related to workload discrimination. Although (Anggraeni, 2012) states that the pattern of relationships and division of labor in the household in some cases in big cities in Indonesia has been more fluid between husband and wife, the traditional division of roles still dominates.

The researchers' initial assumption in relation to WFH is that female workers have double pressure on WFH patterns, because at the same time, women workers are also burdened by the new role of accompanying school-age children that they have during the distance learning policy (learning from home) implemented by schools, coupled with a new role as the main supplier of healthy food, clean clothing and healthy boards for family members for family protection and anticipating the spread of Covid-19. So that examining the adaptability of women workers to WFH patterns during the Covid-19 pandemic is an important thing to do to understand the behavior of women workers in educational organizations where learning activities must continue, where the higher education environment is believed to be an organization that is certainly supported by various resources that are very adequate for the implementation of WFH.

Samarinda City, which is one of the cities in East Kalimantan Province and at the same time the provincial capital, with various universities, became the location for this research. The city of Samarinda has several universities in various forms, both private and government. Among others in the form of universities, institutes, high schools, polytechnics, and academies. This study limits the object of higher education studied to only four well-known universities in Samarinda City, namely: 1) Mulawarman University, as the first university (since 1962) and the largest in East Kalimantan Province, 2) Samarinda State Islamic Institute as the first Islamic university (since 1963) in East Kalimantan Province with rapid organizational development after previously being a university in the form of a high school holding IAIN Sunan Ampel, 3) Samarinda State Polytechnic, as the first state vocational education institution (since 1985) in East Kalimantan Province, 4) University of Muhammadiyah East Kalimantan, as a pioneer of private universities which is also unique because it is a merger of STIE and STIKES Muhammadiyah Samarinda (formed since 2017), the first with a paperless motto in Samarinda City.

With the diversity of university objects studied, this study also seeks to identify several differences in challenges faced by women workers in universities that are their respective workplaces as a gap in the novelty of research, in addition to raising gender issues in the study of organizational behavior.

METHODS

This research uses a mixed methods approach between quantitative and qualitative approaches with sequential explanatory methods, namely sequential combination research methods, where in the first stage the research is carried out using quantitative methods (surveys) and in the second stage it is carried out using qualitative methods. Quantitative methods play a role in obtaining associative data and qualitative methods play a role in providing, deepening, expanding, weakening, and invalidating quantitative data that have been obtained at an early stage (Sugiyono, 2017). The research sample was determined based on the willingness of female workers to become research respondents when the research instrument was distributed during the data collection period in October 2020, which was collected by 65 female workers from four universities in Samarinda City, both lecturers and education staff.

In collecting and analyzing data for the use of quantitative methods, this study uses several procedures: 1) Construction of measuring career adaptability and work productivity, 2) Analysis of psychometric properties of scales. The construction of measuring instruments is carried out by construct review through literature studies that refer to several reference books and articles in journals. For the variables of career adaptability of workers, the indicators include caring, control, curiosity, and self-confidence. As for work productivity variables, the indicators include improving the quality of work results, challenging work tasks, constructive actions, and responsibility for work. After formulating construct indicators into blueprints, each indicator is then poured into several items. To determine the location of the respondent's response category to the item question that has been made, scaling is carried out in a predetermined psychological continuum (Azwar, 2016). In scale construction, the scaling format uses a Likert scale model with four levels of values: Very Appropriate (SS), Appropriate (S), Non-Compliant (TS), and Very Non-Compliant (STS).

In this research blueprint, a total of 53 questions were made only for favorable items with consideration of the efficiency of filling out questionnaires by respondents with many question items used to measure career adaptability and work productivity to be studied, so that the blueprint did not present unfavorable items. Descriptive statistical data analysis is used to describe measurements of data concentration (central tendency) and data deviation (disperse) numerically to measure data distribution. Descriptive measurement in this study uses SPSS (Statistical Product and Service Solution) through frequency, descriptive and exploratory analysis, including for validity tests. The assumption test is carried out through a normality test and a linearity test. Then, quantitative data that have been analyzed and hypotheses that have been tested are presented in the form of tables and in the form of narratives or descriptions as the application of qualitative methods. Quantitative data for each variable and indicator are analyzed for relationships or correlations which in this study

use Nonparametric Statistical Analysis according to the results of the data normality test which shows that the data in this study is not normally distributed. The Nonparametric Statistical Analysis method used is Kendall's Tau analysis.

Qualitative methods are also used in the second stage of data analysis, a way of combining similar data is carried out so that quantitative data is expanded and deepened by qualitative data. Analysis is also carried out by comparing quantitative data with qualitative data, so that quantitative data will be shown similarities or differences with qualitative data. Analysis can also be done descriptively exploratory so that new qualitative data are obtained that are separate from quantitative data (Sugiyono, 2017).

RESULTS AND DISCUSSION

Adaptability of Women Workers in the Higher Education Environment of Samarinda City at Work

The adaptability of female workers in the university environment of Samarinda City to the WFH pattern in this study was analyzed quantitatively by using descriptive statistics resulting in categorization of variables in table 1.

Table 1. Categorization of Adaptability of Women Workers

No	Score	Category	Sum	Percentage (%)
1	≥ 82	Tall	41	63,1
2	54 – 81	Keep	26	36,9
3	≤ 53	Low	0	0,0
Total			65	100,0

In table 1, female workers in the Samarinda City university environment have high adaptability to *Work from Home* patterns during the Covid-19 pandemic of 63.1 percent and moderate adaptability of 36.9 percent. However, in general, female workers in the university environment of Samarinda City have high adaptability to the *Work from Home* pattern during the Covid-19 pandemic. The results of the validity test of the answers of research subjects or respondents regarding the adaptability of female workers to the *Work from Home* pattern using SPSS are presented in table 2.

Table 2. SPSS Calculation Results for Adaptability of Women Workers

Category	Frequency	Percent
Tall	41	63.1
Keep	24	36.9
Total	65	100.0

Furthermore, the adaptability of women workers in the Samarinda City university environment to the *Work from Home* pattern was also analyzed per aspect of adaptability which became an indicator with the calculation results as shown in table 3:

Table 3. Descriptive Results of Adaptability of Women Workers per Aspect or Indicator

Aspect/ Indicator	Empirical Mean	Empirical Elementary School	Hypothetical Mean	Hypothetical Elementary School	Status
Concern	22,14	2,766	17,5	3,5	High
Control	20,06	2,358	17,5	3,0	High
Curiosity	22,66	2,551	15,0	3,5	High
Self-Confidence	21,43	2,795	17,5	3,5	High

Table 3 shows that the empirical mean values for all four aspects or indicators of adaptability of female workers are greater than their hypothetical mean values. Thus, the four aspects or indicators studied have a high / strong status on the adaptability of female workers in the university environment of Samarinda City.

Table 4. SPSS Calculation Results on the Adaptability of Women Workers per Aspect or Indicator

	N	Mean	Std. Deviation
Concern	65	22.14	2.766
Control	65	20.06	2.358
Curiosity	65	22.66	2.551
Self-Confidence	65	21.43	2.795
Valid N	65		

The calculation results using SPSS regarding the adaptability of women workers to *Work from Home* patterns per aspect or indicator are presented in table 4.

Based on the results of these calculations, among the four aspects/indicators of worker adaptability studied, the most dominant aspect affecting the adaptability of female workers in the Samarinda City university environment is the curiosity aspect/indicator, although all aspects/indicators are included in the high/strong categorization.

Data analysis was carried out further by looking at other factors from the characteristics of research subjects or respondents, one of which was from marital status factors with results as presented in table 5.

Table 5. Adaptability of Women Workers in terms of Marital Status

Marital Status	Empirical Mean	Empirical Elementary School	Hypothetical Mean	Hypothetical Elementary School	Status
Unmarried	90,33	8,914	67,5	13,5	High
Marry	85,68	8,959	67,5	13,5	High
Divorce	91,50	9,192	67,5	13,5	High

Table 5 shows that the adaptability of unmarried, married and divorced female workers has empirical mean values, all of which are greater than their hypothetical mean values. So, this proves that the adaptability of female workers, both unmarried, married and divorced, is in the high category.

Furthermore, the data showed that the adaptability of divorced female workers had an empirical mean value greater than the empirical mean value of unmarried and married female workers. So, this is another finding in this study that divorced female workers have higher adaptability to *Work from Home* patterns during the Covid-19 pandemic than female workers with other marital statuses.

The results showed that female workers who were not bound by marriage had the highest productivity compared to married female workers, especially those who already had children, even though their husbands also worked. Because female workers with married status and have school-age children, even though their husbands have jobs, have a much more workload and face various challenges that affect the smooth running of work with WFH patterns, compared to female workers who are single or divorced (especially those without children).

The divorced female workers in the author's analysis also had experience of independent behavior that could underlie their adaptability to any situation. Because unlike divorced female workers, single female workers psychologically tend not to have or do not have life experiences that position themselves to have more strength in dealing with situations and conditions that they have never predicted before (Pulakos et al., 2000; Watanabe, 2002; Yoon, 2020). As (P. C. Lee et al., 2021) emphasizes in his career adaptability theory that the career development process must be developed by individuals based on their personal experiences as well as social experiences.

Then, the adaptability of unmarried female workers has an empirical mean value greater than the empirical mean value of married female workers. So, this shows that unmarried female workers have higher adaptability to *Work from Home* patterns during the Covid-19 pandemic than married female workers (Watanabe, 2002).

The calculation results using SPSS regarding the adaptability of female workers to *the Work from Home* pattern in terms of marital status are presented in table 6:

Table 6. SPSS Calculation Results on the Adaptability of Women Workers in terms of Marital Status

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Min	Max
					Lower	Upper		
Unmarried	6	90.33	8.914	3.639	80.98	99.69	77	99
Marry	57	85.68	8.959	1.18	83.31	88.06	69	108
Divorce	2	91.50	9.192	6.500	8.91	174.09	85	98
Total	65	86.29	8.970	1.113	84.07	88.51	69	108

Through table 6, it can be seen the general distribution of data on research subjects on the adaptability of female workers in the university environment of Samarinda City in terms of marital status.

In this study, the adaptability of female workers was not only analyzed by looking at marital status factors, but also from their working period factors with the results as presented in table 7:

Table 7. Adaptability of Women Workers in terms of Working Period

Period of Service	Empirical Mean	Empirical School	Elementary	Hypothetical Mean	Hypothetical Elementary School	Status
1 - 5 years	85,27	10,067		67,5	13,5	High
>5 years – 10 years	89,20	9,821		67,5	13,5	High
>10 years – 15 years	83,38	5,784		67,5	13,5	High
>15 years – 20 years	87,47	9,978		67,5	13,5	High
>20 years – 30 years	86,50	7,853		67,5	13,5	High

Table 7 shows that the adaptability of female workers who have had any number of years of service has empirical mean values, all of which are greater than their hypothetical mean values. So, this proves that the adaptability of female workers, both those who have a working period of 1-5 years and those who > 20-30 years, is in the high category.

Further analyzed, the adaptability of female workers who have worked for > 5-10 years has an empirical mean value that is greater than the empirical mean value of female

workers who have worked with other working periods. So, this is another finding in this study that female workers who have worked for > 5-10 years have higher adaptability to *the Work from Home* pattern during the Covid-19 pandemic than female workers with other working periods.

The calculation results using SPSS regarding the adaptability of women workers to *the Work from Home* pattern in terms of working period are presented in table 8:

Table 8. SPSS Calculation Results on the Adaptability of Women Workers in Terms of Work Period

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Min	Max
					Lower	Upper		
1-5 years	15	85.27	10.067	2.599	79.69	90.84	69	108
> 5 years - 10 years	15	89.20	9.821	2.536	83.76	94.64	75	107
> 10 years – 15 years	16	83.38	5.784	1.4446	80.29	86.46	76	96
> 15 years – 20 years	16	87.47	9.978	2.576	81.94	92.99	73	105
> 20 years – 30 years	4	86.50	7.853	3.926	74.00	99.00	81	98
Total	65	86.29	8.970	1.113	84.07	88.51	69	108

Through table 8, it can be seen the general distribution of data on research subjects on the adaptability of female workers in the university environment of Samarinda City in terms of working period. The results of the overall study that state that the adaptability of female workers in the university environment in Samarinda City is included in the high or strong category proves that although the workload for female workers during the implementation of WFH is not lighter than the way they worked before the pandemic due to double pressure, these female workers have proven to be able to adapt well during the pandemic. So adapting is the main key in living a career during a pandemic, although it is not easy (Azeez E P et al., 2021; Brown, 2021; Lenshie et al., 2021).

Work Productivity of Women Workers

The work productivity of women workers in the Samarinda City university environment against the WFH pattern in this study was analyzed quantitatively by using descriptive statistics that resulted in variable categorization according to table 9:

Table 9. Categorization of Work Productivity of Women Workers

No	Score	Category	Sum	Percentage (%)
1	≥ 46	Tall	39	60
2	30 – 45	Keep	26	40
3	≤ 29	Low	0	0
Total			65	100,0

In table 9, female workers in the Samarinda City university environment have high work productivity against *Work from Home* patterns during the Covid-19 pandemic of 60 percent and moderate work productivity of 40 percent. However, in general, female workers in the university environment of Samarinda City have high work productivity towards the *Work from Home* pattern during the Covid-19 pandemic.

Table 10 below shows the results of the validity test of the answers of subjects or research respondents regarding the work productivity of female workers on the *Work from Home* pattern using SPSS:

Table 10. SPSS Calculation Results for Work Productivity of Women Workers

Category	Frequency	Percent
Tall	39	60.0
Keep	26	40.0
Total	65	100.0

Furthermore, the work productivity of women workers in the Samarinda City university environment on the *Work from Home* pattern was also analyzed per aspect of work productivity which became an indicator with the calculation results presented in table 11.

Table 11. Descriptive Results of Work Productivity of Women Workers per Aspect or Indicator

Aspect/ Indicator	Empirical Mean	Empirical School	Elementary	Hypothetical Mean	Hypothetical Elementary School	Status
Quality improvement Deliverables	13,63	1,606		10,0	2,0	High
Challenging tasks	15,71	1,869		12,5	2,5	High
Constructive action	9,32	1,359		7,5	1,5	High
Responsibility for work	9,86	1,184		7,5	1,5	High

Table 11 shows that the empirical mean values for all four aspects or indicators of women's labor productivity are greater than their hypothetical mean values. Thus, the four aspects or indicators studied have a high / strong status on

women's work productivity in the university environment of Samarinda City.

The calculation results using SPSS regarding the work productivity of women workers on the *Work from Home* pattern per aspect or indicator are presented in table 12:

Table 12. SPSS Calculation Results on Work Productivity of Women Workers per Aspect or Indicator

	N	Minimum	Maximum	Mean	Std. Deviation
Improving the quality of work	65	11	16	13.63	1.606
Challenging tasks	65	12	20	15.71	1.869
Constructive action	65	6	12	9.32	1.359
Responsibility for work	65	8	12	9.86	1.184
Valid N	65				

Based on the results of these calculations, among the four aspects/indicators of work productivity studied, the most dominant aspect affecting women's work productivity in the Samarinda City university environment is the challenging task aspect/indicator, although all aspects/indicators are included in the high/strong categorization.

Data analysis was carried out further by looking at other factors from the characteristics of research subjects or respondents, one of which was from marital status factors with results as presented in table 13:

Table 13. Work Productivity of Women Workers in terms of Marital Status

Marital Status	Empirical Mean	Empirical School	Elementary	Hypothetical Mean	Hypothetical Elementary School	Status
Unmarried	48,05	5,252		37,5	7,5	High
Marry	51,67	5,391		37,5	7,5	High
Divorce	52,50	6,364		37,5	7,5	High

Table 13 shows that the labor productivity of unmarried, married, and divorced women has empirical mean values that are all greater than their hypothetical mean values. So, this proves that the work productivity of women, both unmarried, married and divorced, is in the high category.

Analyzed further, the work productivity of divorced women has an empirical mean value that is greater than the empirical mean value of unmarried and married female workers. So, this is another finding in this study that divorced female workers have higher work productivity against the *Work from Home* pattern during the Covid-19 pandemic than female workers with other marital statuses. Then, the work productivity of married women has an empirical mean value that is greater than the empirical mean value of unmarried female workers. So, this shows that married female workers have higher work productivity against the *Work from Home* pattern during the Covid-19 pandemic than unmarried female workers (Manroop & Petrovski, 2022; Tønnessen et al., 2021; Xiao et al., 2021).

Psychologically, (Barrientos et al., 2019; Belwal & Belwal, 2017) states that if women work, then women undergo very heavy multiple roles and responsibilities that allow the emergence of *superwoman syndrome*. Therefore, the results

showed that female workers who are not bound by marriage have the highest productivity compared to married female workers, especially those who already have children, even though their husbands also work (Autin et al., 2022; Burrell et al., 2021).

The divorced female workers in the author's analysis had experience of independent behavior that could underlie their adaptability to any situation. This also distinguishes her work productivity from unmarried female workers, where single female workers psychologically tend not to have or do not have life experiences that position themselves to have more strength in facing situations and conditions that she has never predicted before. Although Hochschild's research in (Candraningrum, 2013) found that women with *superwoman syndrome* are also not necessarily free from psychological disorders.

However, the results of the overall study stated that the work productivity of female workers in the university environment in Samarinda City was included in the high or strong category. This proves that although the workload for female workers during the implementation of WFH is not lighter than the way they worked before the pandemic due to double pressure, these female workers are proven to have

high work productivity (Bisht et al., 2019; Pattussi et al., 2016).

The calculation results using SPSS regarding the work productivity of female workers on the *Work from Home* pattern in terms of marital status are presented in table 14:

Table 14. SPSS Calculation Results on Work Productivity of Women Workers in terms of Marital Status

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Min	Max
					Lower	Upper		
Unmarried	6	51.67	5.391	2.201	46.01	57.32	45	58
Marry	57	48.05	5.252	.696	46.66	49.45	39	60
Divorce	2	52.50	6.3646	4.500	-4.68	109.68	48	57
Total	65	48.52	5.353	.664	47.20	49.85	39	60

Through table 14, it can be seen the general distribution of data on research subjects on the work productivity of female workers in the university environment of Samarinda City in terms of marital status.

The work productivity of female workers is not only analyzed by looking at marital status factors, but also from working period factors with results as shown in table 15:

Table 15. Work Productivity of Women Workers in terms of Working Period

Period of Service	Empirical Mean	Empirical School	Elementary	Hypothetical Mean	Hypothetical School	Elementary	Status
1 - 5 years	47,87	5,502		37,5	7,5		High
>5 years – 10 years	49,80	5,583		37,5	7,5		High
>10 years – 15 years	47,13	4,031		37,5	7,5		High
>15 years – 20 years	49,33	6,332		37,5	7,5		High
>20 years – 30 years	48,75	5,679		37,5	7,5		High

Table 15 shows that the work productivity of women who have worked for any number of years has empirical mean values, all of which are greater than their hypothetical mean values. So, this proves that the work productivity of women, both those who have a working period of 1-5 years and those who > 20-30 years, is in the high category.

workers who have worked with other working periods. So, this is another finding in this study that female workers who have worked for > 5-10 years have higher work productivity against the *Work from Home* pattern during the Covid-19 pandemic than female workers with other working periods.

Further analyzed, the work productivity of women who have worked for > 5-10 years has an empirical mean value that is greater than the empirical mean value of female

The calculation results using SPSS regarding the work productivity of women workers on the *Work from Home* pattern in terms of working period are presented in table 16:

Table 16. Results of SPSS Calculation on Work Productivity of Women Workers in Terms of Working Period

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Min	Max
					Lower	Upper		
1-5 years	15	47.87	5.502	1.420	44.82	50.91	39	60
> 5 years - 10 years	15	49.80	5.583	1.442	46.71	52.89	44	60
> 10 years – 15 years	16	47.13	4.031	1.008	44.98	49.27	42	56
> 15 years – 20 years	15	49.33	6.332	1.635	45.83	52.84	40	60
> 20 years – 30 years	4	48.75	5.679	2.839	39.71	57.79	45	57
Total	65	48.52	5.353	.664	47.20	49.85	39	60

Through table 16, it can be seen the general distribution of data on research subjects on the work productivity of women workers in the university environment of Samarinda City in terms of working period.

frequency from the theoretical frequency. The normality test is carried out as a statistical analysis that assumes that the distribution of data used in this study follows a certain distribution, namely the normal distribution. Normally distributed data is data whose pattern is bell-shaped and symmetrical, meaning that the data pattern is not tilted left or right. Although the number of data samples of this study is more than 30, data normality testing is still carried out. Data normality testing in this study was carried out using the Kolmogorov Smirnov test, namely by comparing the

Assumption Test

The assumption test carried out in the data analysis of this study includes normality test and linearity test. The normality test is used to see deviations from the observed

probability of Kolmogorov-Smirnov values with 0.05 (5%). The rule used is that if $p > 0.05$ then the spread is normal, on the other hand if $p < 0.05$ then the spread is abnormal. The

results of data normality testing using SPSS are presented in table 17:

Table 17. SPSS Calculation Results on Data Normality Test

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistics	Df	Sig.	Statistics	Df	Sig.
Work productivity	.174	65	.000	.910	65	.000
Adaptability of women workers	.127	65	.012	.994	65	.005

The results of this calculation mean that the results of the normality assumption of data distribution on adaptability variables produce a Z value of 0.127 and a p value of 0.012 ($p < 0.05$). Test results based on rules show that the distribution of adaptability items is declared abnormal. Then test the normality assumption of data distribution on labor productivity variables resulting in a Z value of 0.174 and a p value of 0.000 ($p < 0.05$). Test results based on rules show abnormal distribution of work productivity items. The data of this study are not normally distributed because the sample does not come from a normally distributed population. Thus, the data used in this study is not normally distributed, so it is necessary to use another analysis method, namely Nonparametric Statistical Analysis.

As for you, the assumption of linearity is carried out to determine the linearity of the relationship between the dependent variable and the independent variable. Linearity is a condition where the relationship between the dependent variable and the independent variable is linear (straight line) within a certain range of independent variables (Santoso, 2020). The rule used in the linearity test is that if the *deviant value from linearity* $p > 0.05$ and the F value is calculated $< F$ table at the significance level of 5% or 0.05, the relationship is declared linear (Santoso, 2020). The following linearity test results between each independent variable with the bound variable are presented in table 18:

Table 18. Linearity Test Results

Variable	F Count	F Table	p	Information
Work productivity – adaptability	1,424	4,000	0,165	Linear

The results of the calculation mean that the test of the assumption of linearity between work productivity and adaptability shows a *deviant value from linear F* calculated at $1.424 < F$ value table of 4.000 and p value of $0.165 > 0.05$ which means that the relationship between the two variables is expressed to form a linear pattern (model). Linear model means that the pattern of relationship between the two variables will form a straight line. Thus, the relationship between adaptability and work productivity of female workers in the Samarinda City University environment can be continued by conducting a linear regression analysis.

The Relationship of Adaptability with the Work Productivity of Women Workers

According to the results of the data normality test which shows that the data in this study are not normally distributed, the author uses Nonparametric Statistical Analysis in analyzing the relationship between the two variables. The Nonparametric Statistical Analysis method used is Kendall's Tau analysis. The test is a non-parametric test used to test the fit between two variables to determine the relationship. Kendall's test results can be seen in table 19:

Table 19. SPSS Measurement Results for Kendall's Tau Analysis

			Adaptability of women workers	Work productivity
Kendall's Tau	Adaptability of women workers	Correlation Coefficient	1.000	.877**
		Sig. (2-tailed)	.	.000
		N	65	65
	Work productivity	Correlation Coefficient	.877**	1.000
		Sig. (2-tailed)	.000	.
		N	65	65

The results of the calculation mean that there is a positive relationship between adaptability and work productivity, with a correlation value of 0.877 and a significance value of 0.000 ($P < 0.05$). This means that there is a relationship between adaptability and productivity of female workers in the Samarinda City university

environment during the WFH pattern during the Covid-19 pandemic.

The results of the analysis show that the relationship between the adaptability of female workers in the university environment of Samarinda City with work productivity during the *Work from Home* pattern during the Covid-19 pandemic is 0.877 which has a very strong relationship

meaning (according to the rules of interpretation of correlation values by Sugiyono (2017)) and significant. The direction of the relationship between the two variables is positive and linearly, which means that the higher the adaptability of female workers in the university environment in Samarinda City, the more their work productivity will increase during the WFH pattern during the Covid-19 pandemic.

Everyone does have enough experience in terms of adapting (Vibriyanti, 2020), including adapting in their careers. However, in relation to the Covid-19 pandemic, the author interprets that the adaptability formed in each worker is an adoptive adaptation behavior (Igarashi, 2013). Because this adaptation occurs in a very short time and is immediately practiced in real-life or *real-time*, because the pandemic situation is one of the *emergency* or incidental situations. So adoptive adaptation in the Covid-19 pandemic situation is not an easy thing (von Humboldt et al., 2022).

(Oktarina & Abdullah, 2017) stated based on the science of organizational communication that adoption is the decision to fully use a new idea as the best way of acting. About the adoption process in adapting, based on psychological science, (J. W. Lee, 2021) said that in an adoption, a person will go through several stages, namely awareness, interest, evaluation, *trial*, and adoption.

However, Rogers' theory does not apply to worker behavior during the Covid-19 pandemic. In a fast time, almost all workers working in institutions or organizations, including women workers in the university environment of Samarinda City, adopted the *Work from Home (WFH)* pattern without going through the stages of the adoption process systematically. But all of them simultaneously begin with awareness *that* inevitably, like it or not, each individual worker must accept changing conditions through the implementation of new ways of working in WFH or *remote working*, where many task implementation, coordination and decision-making activities are carried out online by utilizing information and telecommunications technology. The emergency caused by the spread of Covid-19 makes individual workers have high adaptability at work. They continue to work even if they do not go to the office/workplace, only from home, or by combining working from home and working in the office alternately, depending on the policy of the leadership (Farooq & Sultana, 2022; Nikander et al., 2022).

The level of adaptability of workers to the WFH pattern is then the key to the smooth activities of institutions or organizations during the Covid-19 pandemic (P. C. Lee et al., 2021). Because with high adaptability, worker work productivity will also increase as the results of this study. Even for female workers who during the Covid-19 pandemic have more roles and responsibilities than in normal situations (Haenggli & Hirschi, 2020).

Reality shows that women workers have a heavier burden when women who have careers (work) hold multiple roles, where domestic roles are always attached to female workers even though they play a public role through their decisions to have a career. This applies to female workers with married status. However, domestic roles are more likely to be successful than public roles. Especially during the Covid-19 pandemic, the role of female workers who are married and have children has the additional task of being a companion and even becoming an educator (teacher) for their children who are at school age due to changes in learning patterns implemented by the school. In addition, the burden of domestic duties carried by women workers as the main supplier of healthy food, clean clothing, and

healthy boards for family members to fulfill the task of protecting families from widespread Covid-19 (Delle & Searle, 2022).

Every work activity for every worker is an achievement and expression of success to obtain career success and achieve inner satisfaction in life. Therefore, the theory of career adaptability, emphasizes that the career development process must be developed by individuals based on their personal experiences and social experiences (Santilli et al., 2014). This means that building a career is basically building adaptability to the environment that is not only related to career formation internally in individual workers. This theory is also proven to apply to abnormal working conditions (including during the Covid-19 pandemic) experienced by female workers in the university environment of Samarinda City.

Women workers in the university environment of Samarinda City have readiness to overcome the implementation of their job duties during the Covid-19 pandemic by increasing their adaptability to changes in work patterns that apply as a form of individual effort to adjust to situations and conditions that are not predicted before. Even when the roles and responsibilities of female workers (especially those who are married and have children) are increasing due to the pandemic situation. This is very much in line with the career adaptability theory proposed by (Oktarina & Abdullah, 2017).

However, in the adoption adaptation process, in addition to the element of the adjustment process, it is also influenced by the interaction between individual workers and their environment, including how an individual worker tries to overcome problems in his work by relying on himself independently. So, adaptability in individual workers, especially female workers, is formed from a belief in their own capabilities which then produces adaptive attitudes and behaviors in whatever situation they face. This behavior then brings individual workers to a certain level of work productivity that is significantly dependent on career adaptability.

Productive behavior in working with the new work pattern is also inseparable from the support of the readiness of facilities, infrastructure and good coordination within the institution or organization where it works. Especially the availability of information and telecommunications technology that can support the smooth running of organizational activities. Especially in the university environment where the implementation of education is the center of activities that today are very adapted to the rapid development of the use of information and telecommunications technology.

CONCLUSIONS AND SUGGESTIONS

This study resulted in the following conclusions:

- 1) The implementation of the WFH pattern faced by female workers in the university environment in Samarinda City during the Covid-19 pandemic has not become an obstacle to their work productivity, due to high adaptability. Although WFH confronts female workers, especially those who are married and have children, to various challenges related to changes in their work environment during the pandemic.
- 2) Women workers in the university environment of Samarinda City have high adaptability and high productivity to WFH patterns during the Covid-19

pandemic. The WFH pattern is a form of new work model that can increase work productivity and improve the quality of life of female workers. Because even though they are always at home, the public role and domestic role carried out can still be done.

- 3) Divorced female workers and female workers who have a working period of > 5 years to 10 years are groups of female workers in the Samarinda City university environment have the highest adaptability and productivity to WFH patterns during the Covid-19 pandemic, compared to workers with marital status and other working periods.

There is a very strong, significant, positive, and linearly patterned relationship between the adaptability of female workers in the university environment of Samarinda City and work productivity during the *Work from Home* pattern during the Covid-19 pandemic. The higher the adaptability of female workers in the university environment in Samarinda City, the more their work productivity will increase during the WFH pattern during the Covid-19 pandemic.

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