CHAPTER 4

DATA PRESENTATION AND ANALYSIS

4.1 Data Description

Data description is a way to display data so that the data can be explained well and interpreted easily. It aims to describe respondents who are objects in this study which can be seen from the characteristics of respondents in the form of gender, age and education.

4.1.1 Description of Respondents Characteristics

This study proves that the proposed hypothesis has been carried out by researching 45 women employees of PT Perkebunan Nusantara VII.

Respondent's Gender

The general description of the gender of women employees of PT Perkebunan Nusantara VII is as follows:

Table 4.1

Respondents by Gender

No	Gender	Frequency (Person)	Percentage
1.	Woman	45	100%
Total		45	100%

Source: Data processed using SPSS version 23 in 2021

Based on Table 4.1 Characteristics of Respondents by Gender, it is known that the number of women employees of PT Perkebunan Nusantara VII respondents is 45 people with a percentage of 100 %

Respondent Age

Data regarding the age of women employees of the office of the Board of Directors of PT Perkebunan Nusantara VII are:

Table 4.2

Respondents by Age

No	Age	Frequency (Person)	Percentage (%)
1	25-30	3	6,7%
2	31-35	6	13,3 %
3	36-40	4	8,9 %
4	41- 45	10	22,2 %
5	46-50	10	22,2 %
6	51-55	12	26,7 %
Total		**45**	**100%**

Source: Source: Data processed using SPSS version 23 in 2021

Based on table 4.2 respondents by age of women employees work PT Perkebunan Nusantara VII Board of Directors of the most overrepresented age of 51-55 years as many as 12 people or by 26,7 %.

Respondent's Last Education

General data regarding the latest education of women employees of PT Perkebunan Nusantara VII are:

Table 4.3

Respondents Based on Last Education

No	Age	Frequency (Person)	Percentage (%)
1	High School	10	22.2 %
2	Diploma	2	4.4 %
3	S1	25	55.6 %
4	S2	8	17.8 %
Total		**45**	**100%**

Source: Source: Data processed using SPSS version 23 in 2021

Based on table 4.3 respondents based on the latest education of women employees of the office of the Board of Directors of PT Perkebunan Nusantara VII, most of them occupied the undergraduate education level as many as 25 people or 55.6 %.

4.1.2 Description of Respondents' Answers

The following are the results of the answers from respondents which were distributed to women employees of PT Perkebunan Nusantara VII:

Table 4.4

Results of Respondents' Answers Regarding Work From Home (X1)

No	Statement	Alternative Answer									
		1		2		3		4		5	
Room		**F**	**%**	**F**	**%**	**F**	**%**	**F**	**%**	**F**	**%**
1.	Have a special room for work at home	3	6.7	17	37.8	6	1 3.3	1 3	28.9	6	1 3.3
2.	Workspace is shared with other family members	1	4.4	2 0	44.4	8	1 7.8	8	17.8	7	15.6
3.	Conducive work environment	0	0	1 2	26.7	1 2	26.7	9	20	1 2	2 6.7
Time											
4	During the Covid-19 Pandemic, continue to work full time even though you can be flexible.	1	2.2	4	8.9	16	35. 6	18	40	6	13.3
5	Doing office work more often than	1	2.2	4	8 ,9	1 6	35.6	18	4 0	6	13.3

	time with family										
Social Role											
6	Can complete all office work from home without being disturbed by household matters.	1	2.2	8	1 7.8	1 1	24 ,4	13	28, 9	12	26.7
7	Join a meeting or office meeting from home with video conferencing facilities	0	0	1	2.2	5	1 1.1	1 0	2 2.2	2 9	64.4

Source: Data processed using SPSS version 23 in 2021

Table 4.4 explains the results of the answers regarding the Work From Home variable from women employees of the office of the Board of Directors of PT Perkebunan Nusantara VII, totaling 45 people that the highest statement with the answer choices strongly agrees is in the 7th statement, namely attending meetings or office meetings from home with video conferencing facilities, where this statement was answered by 29 respondents or by 64.4 % and the lowest statement on the answer choices strongly agreed was found in the 1, 4 and 5 statements, namely the three statements were answered by 6 respondents or 13.3 %.

Table 4.5

Results of Respondents' Answers Regarding Work Life Balance (X2)

No	Statement	Alternative Answer									
		1		2		3		4		5	
Time Balance		**F**	**%**	**F**	**%**	**F**	**%**	**F**	**%**	**F**	**%**
1.	Can divide time between office work and homework	0	0	9	20	7	15,6	17	37,8	12	26,7
2.	Can complete office work while taking care of household/children	0	0	10	22,2	9	20	14	31,1	12	26,7
3.	Can divide office work time and take care of myself	1	2,2	9	20	9	20	16	35,6	10	22,2
Involvement Balance											
4	Feel professional to be a responsible wife and mother	1	2,2	1	2,2	3	8,9	22	48,9	17	37,8
5	Responsible for office work and take care of the household perfectly	1	2,2	1	2,2	4	8,9	20	44,4	19	42,2
6	Can complete office and household work at once	1	2,2	3	6,7	11	24,4	15	33,3	15	33,3
Satisfaction Balance											
7	Satisfied with status as (employee who is married/has children)	0	0	2	4,4	3	6,7	11	24,4	29	64,4
8	Satisfied with my career achievements	0	0	2	4,4	7	15,6	7	15,6	29	64,4
9	Satisfied when the family / household is happy even though my career and salary are small	3	6.7	1	2,2	9	20	8	17,8	24	53,3

Source: Data processed using SPSS version 23 in 2021

Table 4.5 explains the results of the answers regarding the variable Work Life Balance of women employees the office of Director of PT Perkebunan Nusantara VII totaling 45 people found the highest expression with a choice of answers very agree that are in 7th statement namely with the status of a (worker who married / have children) , this statement was answered by 29 respondents or 64.4% and the 8th statement was satisfied with my career achievement, where this statement was answered by 29 respondents or 64.4 % and the lowest statement on the answer choices was very agree there is on the 3rd statement that d apat split time office work and pay attention to myself , where in statement was answered by 3 peoples respondents or 22.2 % .

Table 4.6

Results of Respondents' Answers Regarding Performance (Y)

No	Statement	Alternative Answer									
		1		2		3		4		5	
Quality		**F**	**%**	**F**	**%**	**F**	**%**	**F**	**%**	**F**	**%**
1	Prioritizing quality work results and in accordance with regulations	0	0	3	6.7	5	1 1.1	1 7	37 ,8	20	44, 4
Quantity											
2	Feeling of having an excessive workload	7	15.6	9	20	20	44.4	7	15.6	2	4.4
3	Able to complete work according to set targets	0	0	4	8 ,9	18	40	8	17, 8	15	33. 3
Time											
4	Don't have enough time to finish all the work	7	15.6	1 2	26,7	1 7	34.8	7	15,6	2	4,4
5	Able to complete work on time	0	0	9	2 0	13	28.9	13	28,9	10	22, 2
Cost Emphasis											
6	Can optimize	0	0	0	0	17	37.8	16	35,6	12	26,

	resources (materials) for smooth work.										7
7	Can make good use of resources (materials)	0	0	1	2.2	15	33, 3	13	28,9	16	35, 6
Supervision											
8	Superiors carry out direct supervision	0	0	3	6.7	9	20	27	60	6	13. 3
Relation Between Employee											
9	Having coworkers who are less supportive	20	44.4	15	33.3	7	15.6	0	0	3	6, 7
10	Strive to provide support to colleagues so that they can work optimally	0	0	0	0	6	13, 4	2 1	46.7	18	40

Source: Data processed using SPSS version 23 in 2021

Table 4.6 explains the results of the answers regarding the performance of the women employees the office of Director of PT Perkebunan Nusantara VII total 45 people found the highest expression with a choice of answers strongly agree that being results of quality work and according to the rules , which the pad is a statement of this answered by 20 respondents or 44.4 % and the lowest statement on the answer choices strongly agree was in the 2nd and 4th statements, where in both statements were answered by 2 respondents or 4.4%.

4.2 Instrument Requirements Test Results

4.2.1 Validity Test Results

Test the validity of this study using product moment correlation . This validity test is supported by using SPSS series 23. The criteria for testing this validity are:

If the probability (sig) <0.05 then it is valid

If the probability (sig) > 0.05 then it is not valid

Based on the results of data processing obtained, namely:

Table 4.7 Work From Home Variable Validity Test Results (X1)

Statement	Sig	Alpha	Condition	Information
Item 1	0.000	0.05	Sig < alpha	Valid
Item 2	0.002	0.05	Sig < alpha	Valid
Item 3	0.000	0.05	Sig < alpha	Valid
Item 4	0.002	0.05	Sig < alpha	Valid
Item 5	0.024	0.05	Sig < alpha	Valid
Item 6	0.000	0.05	Sig < alpha	Valid
Item 7	0.006	0.05	Sig < alpha	Valid

Source: Source: Data processed using SPSS version 23 in 2021

Based on table 4.7 the results of the validity test regarding the Work From Home variable which has 7 statement items, the value of Sig < Alpha (0.05) can be concluded so that it can be concluded that the 7 statement items from the Work From Home variable can be declared valid.

Table 4.8 Work Life Balance Variable Validity Test Results (X2)

Statement	Sig	Alpha	Condition	Information
Item 1	0.000	0.05	Sig < Alpha	Valid
Item 2	0.000	0.05	Sig < Alpha	Valid
Item 3	0.000	0.05	Sig < Alpha	Valid
Item 4	0.000	0.05	Sig < Alpha	Valid
Item 5	0.000	0.05	Sig < Alpha	Valid
Item 6	0.000	0.05	Sig < Alpha	Valid
Item 7	0.000	0.05	Sig < Alpha	Valid
Item 8	0.000	0.05	Sig < Alpha	Valid
Item 9	0.0 42	0.05	Sig < Alpha	Valid

Source: Source: Data processed using SPSS version 23 in 2021

Based on table 4.8 the results of the validity test regarding the Work Life Balance variable which has 9 statement items, the value Sig < Alpha (0.05) can be concluded so that it can be concluded that the 9 statement items from the Work Life Balance variable can be declared valid.

Table 4.9 Validity Test Results of Performance Variables (Y)

Statement	Sig	Alpha	Condition	Information
Item 1	0.000	0.05	Sig < Alpha	Valid
Item 2	0.036	0.05	Sig < Alpha	Valid
Item 3	0.000	0.05	Sig < Alpha	Valid
Item 4	0.0 45	0.05	Sig < Alpha	Valid
Item 5	0.000	0.05	Sig < Alpha	Valid
Item 6	0.000	0.05	Sig < Alpha	Valid
Item 7	0.000	0.05	Sig < Alpha	Valid
Item 8	0.0 01	0.05	Sig < Alpha	Valid
Item 9	0.000	0.05	Sig < Alpha	Valid
Item 10	0.000	0.05	Sig < Alpha	Valid

Source: Source: Data processed using SPSS version 23 in 2021

Based on table 4.9 the results of the validity test regarding the Work Life Balance variable which has 10 statement items, the value Sig < Alpha (0.05) can be concluded so that it can be concluded that the 10 statement items from the Performance variable can be declared valid.

4.2.2 Reliability Test Results

Based on data processing using SPSS 23, the results of the questionnaire reliability testing using Cronbach's Alpha :

Table 4.10 Reliability Test Results

Variable	Alpha Cronbach	Information	Conclusion
Work From Home	0.725	0.6000-0.7999	High
Work Life Balance	0.768	0.6000-0.7999	High
Performance	0.727	0.6000-0.7999	High

Source: Source: Data processed using SPSS version 23 in 2021

Based on table 4.10 explains that the results of the reliability test Cronbach's alpha value for the Work From Home variable (X1) is 0.725 the Work Life Balance (X2) variable is 0.768 and the Performance variable (Y) is 0.727.

4.3 Data Analysis Requirements Test Results

4.3.1 Normality Test Results

This test is used to test whether we use sample data taken from a number of populations first, it is necessary to test the normality of the sample which aims to determine whether the sample size is representative or not. The normality test of this study used SPSS series 23.

Hypothesis Formulation:

Ho : Data is normally distributed

Ha : Data is not normally distributed

The following criteria:

1. If probability (sig) > 0.05 (alpha) then Ho is accepted, Ha is rejected
2. If probability (sig) < 0.05 (alpha) then Ho is rejected, Ha is accepted

Table 4.11

Normality Test Results

Variable	Sig	Alpha	Condition	Information
Work From Home	0.200	0.05	Sig > Alpha	Normal
Work Life Balance	0.200	0.05	Sig > Alpha	Normal

Source: Source: Data processed using SPSS version 23 in 2021

Table 4.11 shows that the significant value for the Work From Home (X1) variable is 0.200 and the Work Life Balance (X2) is 0.200 which is greater than the alpha value of 0.05, so it can be concluded that Ho is accepted and all variables are normally distributed.

4.3.2 Linearity Test Results

This linearity test aims to determine whether the two variables are linear or not, a linearity test is used with the F test. The rule is to look at the linearity table, where if p. 0.05 for linearity and if p> 0.05 for deviation for linearity, then the two variables have a linear relationship. In this linearity test the author uses SPSS (Statistics Program and Service Series 23).

Hypothesis Formulation:

Ho : The regression model is linear

Ha: The regression model is not linear

The following criteria:

If probability (Sig) > 0.05 (alpha) then Ho is accepted, Ha is rejected

J ika probability (Si g) <0.05 (alpha), then Ho is rejected, Ha accepted .

Table 4.12

Linearity Test Results

Variable	Sig	Alpha	Condition	Information
Work From Home	0.704	0.05	Sig > Alpha	Linear
Work Life Balance	0, 562	0.05	Sig > Alpha	Linear

Source: Source: Data processed using SPSS version 23 in 2021

Table 4.12 shows that significant results in the variable Work From Home (X1) of 0,704 and vaiabel Work Life Balance (X2) is 0.562 then they are bigger than the value of alpha 0,05 so Ho accepted and shaped linear regression model.

4.3.3 Multicollinearity Test Results

This multicollinearity test is used to determine the presence or absence of multicollinearity by using a regression model. Multicollinearity test analysis can be done by comparing the coefficient of determination simultaneously with the coefficient of determination between variables. In addition to this method, multicollinearity symptoms can be identified by using the VIF (Variance Inflution Factor) value. If the value of VIF> 10 then multicollinearity symptoms occur, while the element (1-R2) is called Collinearity Tolerance. This means that if the value of Collinearity Tolerance is below 0.1 then multicollinearity symptoms occur. In this multicollinearity test, the authors use SPSS (Statistics Program and Service Series 23).

Testing Procedure:

1. If the value of VIF> 10 then multicollinearity symptoms occur.
   If the value of VIF <10 then there is no symptom of multicollinearity.
2. If the tolerance value is < 0.1 then multicollinearity symptoms occur.
   If the tolerance value is > 0.1 then there is no symptom of multicollinearity.

Table 4.13

Multicollinearity Test Results

Variable	Tolerance	VIF	Conclusion
Work From Home	0 823	1,215	There is no multicollinearity
Work Life Balance	0 823	1,215	There is no multicollinearity

Source: Source: Data processed using SPSS version 23 in 2021

Table 4.13 shows the Work From Home coeficients table has a VIF value = 1.21 5 < 10 or a tolerance value = 0.823 > 0.1 then there is no multicollinearity symptom and the Work Life Balence coeficients table has a VIF value = 1.21 5 < 10 or a tolerance value = 0.823 > 0.1 then there is no symptom of multicollinearity . So it can be concluded that there is no symptom of multicollinearity between the independent variables in the regression model.

4.4 Data Analysis Test Results

4.4.1 Multiple Linear Regression Analysis Test Results

This test is carried out to determine the relationship between the independent variable and the dependent variable whether each has a positive or negative relationship with independent variables.

Table 4.14

Multiple Linear Regression Test Results

Correlation Value (R)	R Square
0, 676	0.457

Source: Source: Data processed using SPSS version 23 in 2021

Table 4.14 shows the results koefi value of coefficient of correlation (R) of 0.676 that the value indicates the level of the relationship between

Work From Home and Work Life Balance with Performance at PT Perkebunan VII is strong. The coefficient of determination (R Square) of 0.457 means that performance is influenced by Work From Home and Work Life Balance of 45.7 % while the rest is influenced by other variables.

Table 4.15

Regression Coefficient Test Results

Variable	B	Std. Error
Constanta	11,328	4,399
Work From Home	0.828	0.165
Work Life Balance	0.0 85	0.111

Source: Source: Data processed using SPSS version 23 in 2021

Table 4.15 shows the results of the multiple linear regression coefficient equation test with data processing using the SPSS 23 program. The results of the regression equation are as follows

Y = a + b1X1 + b2X2 + e

Y = 11,328 + 0.828X1+ 0.085 X2

The regression equation above shows that:

1. The constant a is 11,328 which indicates that the performance of women employees of PT Perkebunan Nu santara VII is 11,328 if Work From Home and Work Life Balance is worth = 0
2. The regression coefficient for X1 = 0.828 shows that each additional Work From Home by one unit will increase the performance of women employees of PT Perkebunan Nusantara VII by 0.828 units.

3. The regression coefficient for X2 = 0.085 which shows that each additional Work Life Balance of one unit will increase the performance of women employees of PT Perkebunan Nusantara VII by 0.085 units.

4.5 Hypothesis Testing Results

4.5.1 T Test Results

This T test is to test how the influence of each independent variable individually on the dependent variable. For this test, it was performed using SPSS (Statistics and Services Program series 23).

Test criteria:

Determine and compare the probability value (sig) with the value of (0.05) with the following comparison:

1) If the value of sig < 0.05 then Ho is rejected

2) If the value of sig > 0.05 then Ho is accepted

1. Work From Home on Performance

Table 4.16

Regression Coefficient Test Results

Work From Home Variables on Performance

Variable	Sig	Alpha	Condition	Information
Work From Home on Performance	0.000	0.05	Sig < Alpha	Take effect

Source: Source: Data processed using SPSS version 23 in 2021

Table 4.16 shows the results of the T test contained in Work From Home has a Sig value of 0.000, thus the Sig value < alpha 0.000 < 0.05 then Ho is rejected and Ha is accepted, so it can be concluded

that Work From Home has an effect on the performance of women employees of PT Perkebunan Nusantara VII.

2. Work Life Balance on Performance

Table 4.17
Regression Coefficient Test Results
Work Life Balance Variables on Performance

Variable	Sig	Alpha	Condition	Information
Work Life Balance on Performance	0 445	0.05	Sig > Alpha	No effect

Source: Data processed using SPSS version 23 in 2021

Table 4.17 shows the results of the T test contained in the Work Life Balance having a Sig value of 0.445, thus the Sig value > alpha 0.445 > 0.05 then Ho is accepted and Ha is rejected, so it can be concluded that Work Life Balance has no effect on the performance of women employees of PT Perkebunan Nusantara VII.

4.5.2 F Test Results

The F test is an equation significance test that is used to determine how much influence the independent variables (X1, X2) simultaneously on the dependent variable (Y). This data management uses SPSS (Statistics Program and Service Series 23).

1. Ho : Work From Home and Work Life Balance have a significant effect on the performance of women employees of PT Perkebunan Nusantara VII

2. Ha: Work From Home and Work Life Balance ttidak significant effect on employee performance PT Perkebunan Nusantara VII Women

Test criteria:

The test is carried out by comparing the significance level of the calculation results with a significant level of 0.05 (5%) with the following criteria:

1) If Fcount (sig) < 0.05 then Ho is rejected and Ha is accepted
2) If Fhitung (sig) > 0.05 then Ho is accepted and Ha is rejected

Table 4.18

F Test Results

F Count	Sig
17,693	**0.000**

Source: Data processed using SPSS version 23 in 2021

Table 4.18 shows that the value of sig < 0.05 is 0.000 <0.05 then Ho is rejected and Ha accepts with the meaning that Work From Home and Work Life Balance have a significant effect on the performance of women employees of PT Perkebunan Nusantara VII.

4.6 Discussion

4.6.1 The Effect of Work From Home on the Performance of Women Employees of PT Perkebunan Nusantara VII

Based on the test results, it can be concluded that Work From Home (X1) has an effect on Performance (Y), especially for women employees at PT Perkebunan Nusantara VII which can be seen from the sig value of 0.000 or less than the alpha value of 0.05 with the meaning that Work From Home has an impact on performance, especially for

women employees of PT Perkebunan Nusantara VII. That Work From Home is work and tasks that are carried out remotely, namely from home and it is necessary to understand that not only in the definition category but in the practice category, namely working at home means experiencing two worlds (private and public; family and work) simultaneously in a limited space. In practice, Work From Home has an influence on the work results of employees, especially for women employees who experience two obligations when they are scheduled to carry out Work From Home .

This is supported by the results of research conducted by (Irmayani Nasution, Zulhendry, Raina Rosanti, 2020: 11) that there is a positive and significant effect of Work From Home on Employee Performance at the Financial and Development Supervisory Agency (BPKP)

4.6.2 Effect of Work Life Balance on the Performance of Women Employees of PT Perkebunan Nusantara VII

Based on the test results, it can be concluded that Work Life Balance (X2) has no effect on performance (Y), especially for women employees at PT Perkebunan Nusantara VII which can be seen from the sig value of 0.445 or greater than the alpha value of 0.05 with the meaning Work Life Balance does not have an impact on performance, especially for women employees of PT Perkebunan Nusantara VII. That Work Life Balance is the extent to which individuals are equally involved and satisfied with their roles in work life or outside of work. However, in this case it is said that Work Life Balance has no effect on employee performance, especially women employees. So this is not in line with the previous research conducted by (Ischevell Vialara Saina, Riane Johnly Pio, W.Rumawas, 2016: 5) that the study said that Work Life Balance affects employee performance because of the harmony between personal life and work.

4.6.3 Effect of Work From Home and Work Life Balance on the Performance of Women Employees of PT Perkebunan Nusantara VII

Based on the test results, it can be concluded that Work From Home (X1) and Work Life Balance affect performance (X1), especially for women employees at PT Perkebunan Nusantara VII. Women employees who are supposed to carry out Work From Home according to the regulations from their office, where the work must be done while at home will experience several adjustments in various factors, one of which is the room, where the room will affect the work results of the women employee. According to (Gedecki et al, 2018: 4) Work From Home is work and tasks that are carried out remotely, namely from home and it is necessary to understand that not only in the definition category but in the practice category, namely working at home means experiencing two worlds (private and public; family and work). Simultaneously in a confined space. The results of research conducted by (Irmayani Nasution, Zulhendry, Raina Rosanti, 2020: 11) that there is a positive and significant effect of Work From Home on Employee Performance at the Financial and Development Supervisory Agency (BPKP).

According to (Greenhaus, Collins and Shaw, 2019: 512), work-life balance is the extent to which individuals are balanced and can engage and feel satisfied with roles in their work life or outside their work. This explanation is mostly faced by women employees, where a working woman must think about how to balance the world of work and her personal life. As revealed in research by (Irmayani Nasution, Zulhendry, Raina Rosanti, 2020: 11) that there is a positive and significant effect of Work From Home on Employee Performance at the Financial and Development Supervisory Agency (BPKP).