

How To Managing Emotion And Mood Of Work Patterns From Home On The Performance Of Employees Of Private Universities In South Kalimantan?

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1 How To Managing Emotion And Mood Of Work Patterns From Home On The Performance Of Employees Of Private Universities In South Kalimantan?

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Abstract

Facing the condition of COVID-19, of course, it greatly affects the psychological and mental condition of a person who tends to be more emotional in responding to something because of the stress of the situation and the various demands that must be lived. One example is the Work From Home pattern where it can trigger emotions and affect the mood of employees. The purpose of this study: 1) analyzing emotions significantly affect employee performance, 2) analyzing work mood has a significant effect on employee performance, 3) analyzing work emotions and moods has a significant effect on employee performance. This research was an explanatory research with quantitative approach (positivism). The population of this study was private universities in South Kalimantan education staff with a total sample of 252 respondents and these samples was taken by purposive sampling techniques. Data analysis was using Multiple linear regression. The results showed: 1) emotions have a significant effect on employee performance, 2) work mood has a significant impact on employee performance, 3) emotions and work mood have a significant impact on employee performance. The findings in this study that emotions and working mood when managed well will greatly impact employee performance. The existence of work from home policy, employees' emotions and work mood are sometimes disturbed by various activities that change, such as all activities carried out at home and there needs to be conformity with the home environment that tends to be no more conducive than at work.

Keywords : Emotion, Mood Kerja, Work From Home, Kinerja

I. INTRODUCTION

The condition of the COVID-19 pandemic has caused various problems due to the disruption of some activities that have become routine activities. The COVID-19 pandemic could threaten a significant economic crisis, particularly in Banjarmasin and Indonesia in general, resulting in paralysis in economic sectors.

Facing this condition, of course, it greatly affects the psychic and mental condition of a person who tends to be more emotional in responding to things because of the stress of the situation and the various demands that must be lived. One example is the Work From Home pattern where it can trigger emotions and affect the mood of employees. Emotions are all intense feelings caused by a thing and shown to a person, while mood is something inherent in a person that can appear at any time without any consequent stimulation. Emotions and moods greatly affect employee performance. Emotions displayed at the wrong time will negatively affect and decrease performance, but on the contrary if emotions can be well controlled then it can be a spirit in work. In times of crisis due to the COVID-19 pandemic, employees' emotions and moods are sometimes disturbed by various activities that change, such as the implementation of work from home that all activities are done from home and there needs to be adjustments to the home environment that tends to be no more conducive to the workplace. Surely uniting the home environment with work is not an easy thing. Various disorders such as personal and family problems can occur and affect emotions and moods at work.

Various universities have implemented work from home by advising that based on the instructions of the central government, it is recommended 'work from home' (WFH) which means all work activities are done at home in order to prevent the spread of the COVID-19 virus. This policy is intended to slow the spread of the virus so that academic activities, services and activities

are implemented online or work from home so it is necessary to know how to manage the emotions and mood of work from home patterns to the performance of employees of Private Universities in South Kalimantan.

II. LITERATURE REVIEW

2.1. Emotion

Emotion is a concept so compound that no definition can be universally accepted. James-Lange Theory The perceived emotion is the perception of body changes. One of the earliest teori in emotion is succinctly stated by American psychologist Wiliam James. James proposes a series of events in an emotional state that we accept a situation that will produce emotions, we react to those situations and we pay attention to our reactions. Our perception of that reaction is the basis for the emotions we experience. So that the experience of emotions or emotions felt to occur after a change of body brings out an emotional experience. Schachter-Singer's contemporary theory states that the emotions we feel are true of our interpretation of something that evokes the state of the body. Schachter and Singer argue that the state of the body from emotional upheaveance is the same in almost all the emotions we feel and it occurs if psychological differences in the body's response patterns.

People are said to have subjective differences in emotions due to differences in the way they interpret or perceive their psychological state. The series of events in producing emotions according to this theory is first, the perception of a potential situation that produces the second emotion, the state of the body that is raised with the result of this ambiguous and third perception, the interpretation and naming of the state of the body so that it matches the accepted situation. Franken (Baihaqi et al., 2007) explained that emotions are the result of interactions between subjective factors (cognitive processes), environmental factors (learning outcomes), and biological factors (hormonal processes). In other words, emotions arise when humans interact with the environment and are the result of efforts to adapt to their environment (Baihaqi et al., 2007).

2.2. Mood Of Work

Mood Mood is an emotion from within an individual that describes an emotional state at a certain time and can change over time with the condition. mood can turn into emotions when it has an emotional object and has a tendency to bring up behavior in a short period of time. Mood or mood is a picture of an inner situation or a state of the heart that can only be understood with certainty by each individual who is experiencing.

2.3. Performance

Performance is the result of work that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities, in order to achieve the objectives of the organization concerned legally, not breaking the law and in accordance with morals and ethics. Employee performance leads more to the level of employee performance (Prawirosentoro, 1995 in Choliso, 2006). While As'ad (1995) in Abdulloh (2006) stated that employee performance is a success of a person in carrying out a job, performance is basically the result of an employee's work during a certain period. The success of the performance of employees that have been achieved is influenced by the level of performance of individual employees and groups.

Employee performance is related to the process of carrying out one's duties in accordance with their responsibilities, so it is not related to the outcome in the economic sense in which the employee works. This performance includes the work performance of employees in setting work goals, achievement of work goals, how they work and the nature of employees

(Minner, 2001 in Abdulloh, 2006). Indicators of employee performance are (Mathis and Jackson, 2002 in Normawilis, 2008) :

- a) Quantity of output, i.e. number of results achieved
- b) Output quality, i.e. accuracy and margin of error
- c) The output period is the completion of the task within the specified time
- d) Attendance at work, i.e. adherence to the work schedule as assigned
- e) Cooperative attitude, namely cooperation and communication with superiors and colleagues.

III. RESEARCH METHOD

This research is empirical research conducted at a Private University in South Kalimantan, the population is an educational force of 252 people, with a minimum number of samples obtained using the slovin formula. The analysis tool in this study of Multiple Linear Regression is an analysis of the relationship between dependent variables with two or more independent variables. The relationship between bound variables (employee performance) and free variables (emotions and working mood) is indicated by the following formula:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

IV. RESULT AND DISCUSSION

Effect Test Result

Based on the analysis tools used in this study, which is using multiple linear regressions, it is necessary to conduct tests attached to the analysis tool. The analysis for this assessment is to test the simultaneous hypothesis to be tested using the F test, the partial hypothesis is tested using the t test. Processing the data with the help of SPSS whose results are seen in the following table.

Tabel 1. Effect Test Result

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Conclusion
	B	Std. Error	Beta			
1 (constant)	20.678	4.274		4.838	,001	
Emotion	,205	,166	,191	1.237	,000	signifikan
Mood Of Work	,158	,350	,069	,450	,005	signifikan

a. dependent variable : Performance

Source : Primary data, 2021

From the results of the influence test, the resulting regression equation is :

$$Y = 20.6780 + 0,205(X_1) + 0,158(X_2)$$

Y = Performance

a = Constant

b₁, b₂, b₃, b₄ = Regretion Cooficient

X₁ = Emotion

X₂ = Work Of Mood

e = Error

1. Influence of emotions on performance

The first proof is the first hypothesis. This is done to see the influence of variables separately on their bound variables. Furthermore, to be more convincing, the T-test was conducted. The T test hypothesis was conducted by comparing T observation with T-table at the confidence level (α) = 0.05. If T observation < T-table means there is a significant influence of free variables with variables bound to them, in other words emotions have a significant effect on performance. The results showed that emotions have a significant influence on performance can be interpreted by the pattern of Work From Home can certainly affect the performance of employees who have to adapt to unite the home environment with the work environment that can certainly affect their emotional condition.

The results of this study are consistent with the statement answers of respondents / education personnel of Private Universities proven to give answers tend to be high at the point of feeling happy or happy to be able to complete the routine of work and gain the confidence to complete the work on the condition of work from home. In other words, employees who are given confidence will be more confident in doing something work and dare to explore themselves so as to produce optimal performance. The results of this study are in line with the research of Aura Islama Talent that in the condition of Covid-19 is not too much demanding employees because in these conditions tend to employees are more emotional.

2. Influence Of mood On Performance

The second proof is the second hypothesis. This is done to see the influence of variables separately on their bound variables. Furthermore, to be more convincing, the T-test was conducted. The T test hypothesis was conducted by comparing T observation with T-table at the confidence level (α) = 0.05. If T observation < T-table means there is a significant influence of free variables with bound variables, in other words the working mood has a significant effect on performance.

The results showed that the working mood has a significant influence on performance can be interpreted in the condition of work from home still create a conducive atmosphere so that employees can work productively and achieve the expected goals. With the covid-19 pandemic and the application of work from home patterns, communication becomes one of the important things, everything must be discussed transparently so as not to mis-communicate.

3. Simultant Influence Of Emotion And Mood Of Work On Performance

The third proof is the third hypothesis, namely by looking at the influence of free variables simultaneously on the bound variables. This is done by using F-test by comparing between F-count and F-table with a significant level of 5%. If F-count < F-table, emotion-free variables and working mood have a significant impact on performance. The results showed that emotions and work moods have a significant influence on performance can be interpreted emotions and work mood when managed well will greatly impact the performance of employees. The existence of work from home policy, employees' emotions and work mood are sometimes disturbed by various activities that change, such as all activities carried out at home and the need for conformity with the home environment that tends to be no more conducive than at work.

V. CONCLUSION

Based on the results of research that has been conducted by testing using Multiple Linear Regression obtained several conclusions, namely Emotions and Mood work significantly affect the

performance of employees at private universities in South Kalimantan, and. Emotions and mood work simultaneously have a significant impact on employee performance in employee performance at private universities in South Kalimantan. Based on some of these conclusions, it can be suggested the need for employee emotional management to keep employees productive in order to achieve organizational goals in this crisis, and Keeping employees' emotions and work mood is not something easy let alone in such conditions, it is very important to maintain harmony and level of employee performance.

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