

ABSTRAK

Muhamad Ajwad Mirwad (1178020145): “Pengaruh Work From Home Terhadap Kinerja Karyawan PT. Sakti Mandiri Gifari Makassar”.

Sejak awal kemunculannya wabah Covid-19 (*Corona Virus Disease*) pada akhir 2019 lalu di Wuhan, Cina. WHO (World Health Organization) mengumumkan virus ini berstatus pandemi, yang artinya hal ini akan sangat berdampak terhadap berbagai sektor, tak terkecuali sektor kesehatan dan ekonomi. Pada Februari 2020 lalu, Pemerintah Indonesia melalui Surat Edaran Menteri PANRB No. 34/2020 dan Peraturan MENKES No. 9/2020 tentang pemberlakuan Pembatasan Sosial Bersekala Besar (PSBB) yang mengharuskan perusahaan melakukan sistem bekerja dari rumah atau *Work From Home* (WFH).

Penelitian ini bertujuan untuk mengetahui pengaruh *Work From Home* (WFH) terhadap Kinerja Karyawan dan proses kinerja karyawan saat pandemi di PT. Sakti Mandiri Gifari Makassar. Adapun teori yang digunakan ialah teori Bernadin dan Russel (1998) yang mengemukakan enam kriteria primer untuk mengukur kinerja, yaitu: kualitas, kuantitas, ketepatan waktu, efektivitas, kemandirian dan komitmen kerja. Metode penelitian ini menggunakan metode kuantitatif deskriptif, dengan mengambil sampel sebanyak 113 responden PT. Sakti Mandiri Gifari Makassar dengan teknik *random sampling*.

Berdasarkan hasil analisis uji statistic deskriptif, uji validitas data dan analisis regresi dapat diketahui bahwa *Work From Home* (WFH) dengan kinerja karyawan memiliki hubungan kuat ($t=4,757$) dan berpengaruh signifikan ($p=0,000$). Sehingga pada penelitian ini menerima H_a dan menolak H_o , yang berarti ada pengaruh yang nyata variabel WFH (X) terhadap variabel Kinerja karyawan (Y).

Kata Kunci: *WFH, Kinerja, Karyawan*

ABSTRACT

Muhamad Ajwad Mirwad (1178020145): "The Effect of Work From Home on Employee Performance PT. Sakti Mandiri Gifari Makassar City".

Since the beginning of the outbreak of the Covid-19 (Corona Virus Disease) at the end of 2019 in Wuhan, China. WHO (World Health Organization) announced that this virus has a pandemic status, which means that it will greatly affect various sectors, including the health and economic sectors. In February 2020, the Government of Indonesia through the Circular Letter of the Minister of PANRB No. 34/2020 and Minister of Health Regulation No. 9/2020 concerning the implementation of Large-Scale Social Restrictions (PSBB) which requires companies to carry out a Work From Home (WFH) system.

This study aims to determine the effect of Work From Home (WFH) on employee performance and employee performance processes during the pandemic at PT. Sakti Mandiri Gifari Makassar. The theory used is the theory of Bernadin and Russell (1998) which suggests six primary criteria for measuring performance, namely: quality, quantity, timeliness, effectiveness, independence and work commitment. This research method uses descriptive quantitative methods, by taking a sample of 113 respondents PT. Sakti Mandiri Gifari Makassar with random sampling technique.

Based on the results of descriptive statistical test analysis, data validity test and regression analysis, it can be seen that Work From Home (WFH) with employee performance has a strong relationship ($t = 4.757$) and has a significant effect ($p = 0.000$). So in this study accept H_a and reject H_0 , which means that there is a significant effect of the WFH variable (X) on the employee performance variable (Y).

Keywords: *WFH, Performance, Employees*