

Effectiveness of Work From Home (WFH) Implementation for State Civil Apparatus (ASN) at the Attorney General's Office

By Erik Meza Nusantara

Abstract

Covid 19 Pandemic forced the society from all over the world created a new concept of working, as the Government restrict people to have physical contact. "Work from Home" (WFH) is a concept when employees is not required to attend the office. This concept provide flexibility on 'how' and 'where' the employees work. As, many offices do not have a standard/procedures to implement this new concept, this study purpose is to know how the environment, work discipline and supervision affect the effectiveness of the implementation of Work from Home (WFH) for State Civil Apparatus (ASN) at the Attorney General's Office. This research used a descriptive quantitative method, with 105 participants from State Civil Apparatus at the Attorney General's Office. The research instrument is questionnaire and the data is analysed by Structural Equation Modeling with Partial Least Square (PLS). The results of the study found that (1) Work Environment has an positive effect on effectiveness with a path coefficient of 0,167. (2) work discipline has an positive effect on effectiveness with a path coefficient of 0,472. (3) supervision has an positive effect on effectiveness with a path coefficient of 0,305. (4) Work Environment has an positive effect on supervision with a path coefficient of 0,286. (5) work discipline has an positive effect on supervision with a path coefficient of 0,665. The conclusion of the study is, there are simultaneous influences of the Work Environment, work discipline and supervision on the effectiveness of the implementation of WFH for the State Civil Apparatus (ASN) at the Attorney General's Office.

Keywords: *Work Environment, Work discipline, Supervision, Effectiveness, Work From Home*

Efektivitas Pelaksanaan *Work From Home* (WFH) Bagi Aparatur Sipil Negara (ASN) Pada Kantor Kejaksaan Agung

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Abstrak

Konsep *Work From Home* secara umum diartikan sebagai cara kinerja karyawan yang dilakukan di luar kantor yaitu di rumah atau tempat tinggal dengan sistem kerja yang memiliki fleksibilitas yang tinggi sesuai dengan perjanjian yang disepakati, hal ini guna mendukung keseimbangan karyawan dengan pekerjaan yang dikerjakannya. Tujuan penelitian ini ialah membuktikan lingkungan kerja, disiplin kerja dan pengawasan mempunyai pengaruh terhadap efektivitas pelaksanaan *Work From Home* (WFH) bagi Aparatur Sipil Negara (ASN) pada Kantor Kejaksaan Agung. Metode penelitian yaitu menggunakan kuantitatif dekriptif. Sampel penelitian sebanyak 105 ASN di Kantor Kejaksaan Agung Bidang DATUN. Instrumen penelitian dalam bentuk kuesioner dan analisa Data menggunakan *Struktural Equation Modelling* dengan *Partial Least Square* (PLS). Hasil Penelitian diperoleh temuan (1) Lingkungan Kerja mempunyai nilai 0,167 pada original sampel yang berarti memberikan efek positif terhadap Efektivitas dimana nilai *path coefficient* sebesar 0,167. (2) Disiplin Kerja mempunyai efek positif terhadap Efektivitas dimana nilai *path coefficient* yaitu 0,472. (3) Pengawasan memiliki efek positif terhadap Efektivitas dengan nilai *path coefficient* sebesar 0,305. (4) Lingkungan Kerja memiliki pengaruh positif terhadap Pengawasan dengan nilai *path coefficient* yaitu 0,286 dan (5) Disiplin Kerja berpengaruh positif terhadap Pengawasan dengan nilai *path coefficient* sebesar 0,665. Kesimpulan penelitian terdapat pengaruh secara simultan lingkungan kerja, disiplin kerja dan pengawasan terhadap efektifitas pelaksanaan WFH bagi Aparatur Sipil Negara (ASN) pada Kantor Kejaksaan Agung.

Kata Kunci : Lingkungan Kerja, Disiplin Kerja, pengawasan, Efektivitas, *Work From Home*