

ABSTRAK

Endah Sri Wahyuni, 2022. Efektifitas *Work From Home* Terhadap Peningkatan Kinerja Pegawai pada Kantor Pencarian dan Pertolongan Kelas B Ternate Selama Pandemi Covid-19. Ketua Komisi: Muhammad Asril Arilaha, Anggota Komisi: Fadhliah M. Alhadar

Kebijakan *work from home* menjadi salah satu kebijakan yang diberlakukan seiring dengan masa darurat bencana Covid-19 di Indonesia. Kantor Pencarian dan Pertolongan Kelas B Ternate juga ikut mendukung dan menerapkan kebijakan *work from home* dari pemerintah berdasarkan surat Edaran Menteri Pendayagunaan Aparatur Sipil Negara dan Reformasi Birokrasi Nomor 38 Tahun 2020 Tentang Protokol Pelaksanaan Tugas Kedinasan di Rumah/Tempat Tinggal (*Work From Home*) Bagi Aparatur Sipil Negara Terkait Pencegahan Penyebaran Covid-19 di Lingkungan Instansi Pemerinah. Tujuan penelitian ini adalah untuk mengungkap efektifitas *work from home* terhadap peningkatan kinerja pegawai pada Kantor Pencarian dan Pertolongan Kelas B Ternate selama pandemi Covid-19. Penelitian ini menggunakan metode penelitian deskriptif kualitatif. Sumber data yang digunakan dengan wawancara dan dokumentasi dari Kantor Pencarian dan Pertolongan Kelas B Ternate. Dalam menganalisis data penelitian ini menggunakan teknik triangulasi data.

Hasil pada penelitian ini diketahui bahwa efektifitas *work from home* di Kantor Pencarian dan Pertolongan Kelas B Ternate yang terbukti baik, otoritas dan tanggung jawab yang baik, disiplin pegawai yang baik dan inisiatif pegawai yang terbukti baik. Sehingga kegiatan yang dilakukan para pegawai dalam melaksanakan tugas dan tanggung jawab dapat dilakukan dengan baik sesuai dengan arahan.

Kata Kunci: *Work From Home*, Efektivitas, Kantor Pencarian dan Pertolongan Ternate.

ABSTRACT

Endah Sri Wahyuni, 2022. *Effectiveness of Work From Home on Improving Employee Performance at The Ternate Search and Rescue Office Class B During The Covid-19 Pandemic.* Chairman: Muhammad Asril Arilaha, Member: Fadhliah M. Alhadar

The work from home policy is one of the policies implemented in line with the Covid-19 emergency period in Indonesia. The Ternate Search and Rescue Office Class B also supports and implements the work from home policy from the government based on the Circular of the Minister of State Civil Apparatus Empowerment and Bureaucratic Reform Number 38 of 2020 concerning Protocols for the Implementation of Work From Home for State Civil Apparatus. Regarding the Prevention of the Spread of Covid-19 in Government Agencies. The purpose of this study was to reveal the effectiveness of work from home on improving employee performance at the Ternate Search and Rescue Office Class B during the Covid-19 pandemic. This study uses a qualitative descriptive research method. Sources of data used are interviews and documentation from the Ternate Search and Rescue Office Class B. In analyzing the data of this study using data triangulation techniques.

The results of this study indicate that the effectiveness of work from home in the Ternate Search and Rescue Office Class B is proven to be good, authority and responsibility are good, employee discipline is good and employee initiative is proven to be good. So that the activities carried out by employees in carrying out their duties and responsibilities can be carried out properly according to the directions.

Keywords: *Work From Home, Effectiveness, Ternate Search and Rescue Office.*