

ABSTRAK

EFEKTIVITAS KERJA PEGAWAI PADA MASA PENERAPAN KEBIJAKAN *WORK FROM HOME* (Studi Di Badan Pusat Statistik Kabupaten Lampung Selatan Pada Masa Pandemi Covid-19 Th. 2020-2021)

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Pemerintah Indonesia melakukan beberapa kebijakan pencegahan untuk mengurangi persebaran COVID-19 salah satu diantaranya adalah *work from home*. Penelitian ini bertujuan untuk mengetahui dan menganalisis efektivitas kerja pegawai pada masa penerapan kebijakan *work from home* (studi di Badan Pusat Statistik Kabupaten Lampung Selatan pada masa pandemi Covid-19 Th. 2020-2021). Penelitian ini merupakan penelitian deskriptif kualitatif yang dikaji menggunakan 3 indikator efektivitas kerja menurut Siagian (2018) yang terdiri dari standar waktu yang telah ditentukan, hasil pekerjaan yang dicapai serta biaya pengeluaran sesuai dengan rencana. Hasil penelitian menunjukkan efektivitas kerja pegawai pada masa penerapan kebijakan *work from home* (studi di Badan Pusat Statistik Kabupaten Lampung Selatan pada masa pandemi Covid-19 Th. 2020-2021) terkategori tidak efektif ditinjau dengan indikator standar waktu yang telah ditentukan hal tersebut dibuktikan dengan pegawai Badan Pusat Statistik Lampung Selatan memiliki *Standar Operasional Prosedur* (SOP) sebagai acuan waktu selesai tugas akan tetapi pada tahun 2020 – 2021 dimana mekanisme kerja WFH dijalankan, SOP pegawai BPS Lampung Selatan tidak dilakukan pembaharuan SOP untuk menyesuaikan mekanisme kerja, sedangkan ditinjau dengan indikator pencapaian hasil kerja dikategorikan efektif hal tersebut didasari oleh capaian-capaian data hasil kerja pegawai BPS Lampung Selatan yang terpublikasi dengan baik dan dengan hasil kerja tersebut menghasilkan prestasi kerja yang diakui BPS provinsi serta ditinjau dengan indikator biaya pengeluaran, dikategorikan efektif berdasarkan realisasi anggaran 2020-2021 yang mana realisasi tahun 2020 yang mencapai 93,05% serta realisasi tahun 2021 mencapai 97,67%.

Kata kunci: Efektivitas kerja, *work from home*, Aparatur Sipil Negara.

ABSTRACT

EMPLOYEE WORK EFFECTIVENESS DURING THE APPLICATION OF THE WORK FROM HOME POLICY (Study At The Central Statistics Agency For South Lampung Regency During The Covid-19 Pandemic Period 2020-2021)

By

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The Indonesian government has implemented several preventive policies to One of the ways to reduce the spread of COVID-19 is work from home. This study aims to determine and analyze the effectiveness of employees' work during the implementation of the work from home policy (a study at the Central Statistics Agency of South Lampung Regency during the Covid-19 pandemic Th. 2020 2021). This research is a qualitative descriptive study that was studied using 3 indicators of work effectiveness according to Siagian (2018) which consisted of a predetermined time standard, the work achieved and the expenses according to the plan. The results showed that the effectiveness of the work of employees during the implementation of the work from home policy (a study at the Central Statistics Agency of South Lampung Regency during the Covid-19 pandemic in 2020 2021) was categorized as ineffective in terms of the predetermined time standard indicator, this was evidenced by the employees of the Agency. The South Lampung Statistical Center has a Standard Operating Procedure (SOP) as a reference for the completion time of the task, but in 2020. 2021 where the WFH work mechanism is carried out, the SOP for South Lampung BPS employees does not update the SOP to adjust the work mechanism, while it is reviewed with indicators of achievement of work results categorized as effective, it is based on the achievement of data on the work of BPS South Lampung employees which is well published and with the results of this work, it produces work performance that is recognized by the provincial BPS and is reviewed with expenditure cost indicators, categorized as effective based on the realization of the budget. Ran 2020-2021, where the realization in 2020 reached 93.05% and the realization in 2021 reached 97.67%

Keywords: *Work Effectiveness, work from home, State Civil Apparatus.*