

**PENGARUH WORK FROM HOME, KOMUNIKASI DAN STRES KERJA
PADA MASA PANDEMI COVID 19 TERHADAP KINERJA PEGAWAI
BALAI WILAYAH SUNGAI SUMATERA II KEMENTERIAN
PEKERJAAN UMU DAN PERUMAHAN RAKYAT**

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ABSTRAK

EMASARY, NPM : 71180312122, Pengaruh Work From Home, Komunikasi Dan Stres Kerja Pada Masa Pandemi Covid 19 Terhadap Kinerja Pegawai Pada Balai Wilayah Sungai Sumatera II Kementerian Pekerjaan Umum Dan Perumahan Rakyat. Dibimbing oleh Dr. Supriadi.,S.E.,M.M.,M.Si selaku Pembimbing I, serta Syafrizal.,S.E.,M,M selaku Pembimbing II, Skripsi-2022.

Rumusan masalah pada penelitian ini adalah bagaimana pengaruh *Work From Home*, Komunikasi dan Stres Kerja Terhadap Kinerja Pegawai Balai Wilayah Sungai Sumatera II Kementerian Pekerjaan Umum dan Perumahan Rakyat. Tujuan penelitian ini adalah untuk mengetahui dan menganalisa pengaruh *work from home*, komunikasi dan stres kerja terhadap kinerja pegawai Balai Wilayah Sungai Sumatera II Kementerian Pekerjaan Umum dan Perumahan Rakyat. Teknik Analisa data menggunakan teknik penelitian deskriptif kuantitatif. Teknik pengumpulan data dilakukan daftar pertanyaan (questionnaire) yang di sebarakan secara online menggunakan google form. Subjek penelitian ini adalah Pegawai Balai Wilayah Sungai Sumatera II Kementerian Pekerjaan Umum dan Perumahan Rakyat dengan sampel yang berjumlah 76 pegawai. Variabel diukur dengan skala Ordinal. Penguji hipotesis menggunakan analisis regresi linier berganda melalui uji t dan uji hipotesis secara simultan. Hasil Uji t menunjukkan bahwa Variabel Work From home dan stress Kerja berpengaruh negatif dan tidak signifikan terhadap kinerja pegawai, sedangkan komunikasi berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara simultan ketiganya berpengaruh terhadap kinerja pegawai. Dengan kontribusi yang diperoleh dari adjusted R2 (koefisien determinasi) sebesar 0,552 atau sebesar 55%.

Kata kunci: Work From Home, Komunikasi, Stress Kerja, Kinerja Pegawai

ABSTRACT

EMASARY, NPM : 71180312122, The Effect of Work From Home, Communication and Work Stress During the Covid 19 Pandemic On Employee Performance At The Sumatera II River Basin Hall, Ministry of Public Works and Public Housing. Supervised by Dr. Supriadi.,S.E.,M.M.,M.Si as Supervisor I, and Syafrizal.,S.E.,M,M as Supervisor II, Thesis-2022.

The formulation of the problem in this study is how the influence of Work From Home, Communication and work stress on the performance of the employees of the Sumatera II River Basin Center of the Ministry of Public Works and People's Housing. The purpose of this study was to determine and analyze the effect of Work From Home, Communication and Work Stress on the performance of the employees of the Sumatera II River Basin Center of the Ministry of Public Works and People's Housing. Techniques Data analysis uses descriptive quantitative research techniques. The data collection technique was carried out by a list of questions (questionnaire) which was distributed online using a google form. The subjects of this study were employees of the Sumatran II River Basin Center of the Ministry of Public Works and Public Housing with a sample of 76 employees. Variables are measured by the Ordinal scale. Hypothesis testing using multiple linear regression analysis through the test and hypothesis testing simultaneously. The results of the t-test indicate that the work from home and work stress variables have a negative and insignificant effect on employee performance, while communication has a positive and significant effect on employee performance. Simultaneously all three affect the performance of employees. With the contribution obtained from adjusted R² (coefficient of determination) of 0.552 or 55%.

Keywords: Work From Home, Communication, Work Stress, Employee Performance