

ABSTRAK

PENGARUH *WORK FROM HOME* DAN BEBAN KERJA TERHADAP KINERJA DOSEN DI FAKULTAS EKONOMI UNIVERSITAS SILIWANGI

Oleh:

ELI MARWATI
173402025

Dibawah bimbingan

Gusti Tia Ardiani
Indi Ramadhani

Tujuan penelitian ini adalah untuk mengetahui dan menganalisis sistem *Work From Home* dan beban kerja terhadap kinerja Dosen di Fakultas Ekonomi Universitas Siliwangi Tasikmalaya. Metode penelitian yang digunakan adalah metode survei, data diperoleh langsung melalui kuesioner kepada 58 responden yang merupakan Dosen di Fakultas Ekonomi Universitas Siliwangi Tasikmalaya. Pengambilan sampel dilakukan secara *non probability* sampling dengan menggunakan sampel jenuh (*sensus*) yang merupakan teknik penentuan sampel bila semua anggota populasi digunakan sebagai sampel. Berdasarkan pengujian hipotesis *Work From Home* berpengaruh positif dan signifikan terhadap kinerja Dosen di Fakultas Ekonomi Universitas Siliwangi Tasikmalaya. Sedangkan variabel beban kerja berpengaruh tetapi tidak signifikan terhadap kinerja Dosen di Fakultas Ekonomi Universitas Siliwangi Tasikmalaya, karena kebanyakan Dosen menganggap bahwa bekerja saat WFH bukan beban yang berlebihan dan masih tetap bisa melaksanakan Tri Dharma Perguruan Tinggi dengan baik sesuai dengan kondisi dan proses yang ketat. Berdasarkan hasil penelitian menunjukkan bahwa variabel bekerja dari rumah dan beban kerja secara simultan berpengaruh positif signifikan terhadap kinerja dan juga menunjukkan tanggapan yang diberikan oleh Dosen di Fakultas Ekonomi Universitas Siliwangi Tasikmalaya pada penelitian ini menjadi acuan bagi pimpinan Universitas Siliwangi agar dapat memperbaiki implementasi penerapan teknologi kepada seluruh Dosen untuk tetap meningkatkan kualitas dalam menghadapi teknologi 4.0 sehingga dapat menghasilkan kinerja yang semakin baik dan meningkat.

Kata Kunci: *Work From Home*, Beban Kerja, Kinerja

ABSTRACT

THE EFFECT OF WORK FROM HOME AND WORKLOAD ON THE PERFORMANCE OF LECTURERS AT THE FACULTY OF ECONOMICS SILIWANGI UNIVERSITY

By:

ELI MARWATI
173402025

Under the guidance of:

Gusti Tia Ardiani
Indi Ramadhani

The aimed of this research was to determine and analyze the Work From Home and workload on the performance of Lecturers at the Faculty of Economics, Siliwangi University, Tasikmalaya. The research method used is a survey method, data obtained directly through questionnaires to 58 respondents who are lecturers at the Faculty of Economics, Siliwangi University, Tasikmalaya. Sampling was carried out by non-probability sampling using a saturated sample (census) which is a sampling technique when all members of the population are used as samples. Based on the hypothesis testing, Work From Home has a positive and significant effect on the performance of Lecturers at the Faculty of Economics, Siliwangi University, Tasikmalaya. While the workload variable has an effect but is not significant on the performance of Lecturers at the Faculty of Economics, Siliwangi University, Tasikmalaya, because most lecturers think that working during WFH is not an excessive burden and can still carry out the Tri Dharma of Higher Education properly in accordance with strict conditions and procedures. Based on the results of the study, it shows that the variable of working from home and workload simultaneously has a significant positive effect on performance and also shows the responses given by Lecturers at the Faculty of Economics, Siliwangi University, Tasikmalaya in this study as a reference for the leadership of Siliwangi University in order to improve the implementation of technology application to all Lecturers to remain improve quality in the face of technology 4.0 so that it can produce better and increasing performance.

Keywords: Work From Home, Workload, Performance