

Kajian Work-from-Home: Kondisi Tempat Kerja di Rumah, Persepsi pada Tempat Kerja di Rumah, dan Pengaruh terhadap Kinerja Kerja Individu = Studies of Work-from-Home: Workplace Conditions at Home, Perceptions of the Workplace at Home, and Its Effects on Individual Work Performance

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Abstrak

Tesis ini membahas hubungan persepsi pekerja work-from-home pada tempat kerjanya di rumah terhadap kinerja kerja individu ketika bekerja di rumah. Pendekatan kuantitatif akan digunakan untuk melihat hubungan variabel-variabel kondisi tempat kerja dan persepsi pada tempat kerja dengan kinerja kerja individu. Pada penelitian ini, pengumpulan data akan dilakukan dengan pengisian kuesioner dan pelaksanaan semi-structured interview dengan participatory floor plan mapping. Pengisian kuesioner dilakukan untuk mengumpulkan data demografi partisipan, data kondisi tempat kerja, data persepsi partisipan terhadap tempat kerjanya, dan data penilaian kinerja kerja individu pekerja work-from-home. Pelaksanaan semi-structured interview dengan participatory floor plan mapping dilakukan untuk mengumpulkan data kondisi tempat kerja dan interaksi pekerja terhadap tempat kerjanya. Data yang terkumpul akan dianalisis dengan metode analisis statistik dan analisis kualitatif. Hasil penelitian menunjukkan terdapat hubungan korelasi positif antara Persepsi pada Tempat Kerja dan Kinerja Kerja Individu. Selain itu, penelitian ini menemukan adanya pengaruh dari elemen-elemen tertentu, seperti Elemen Suasana Kerja, dan persepsi-persepsi tertentu, seperti fleksibel, fokus, dan teritorial, terhadap Kinerja Kerja Individu.

.....This thesis examines the relationship between perceptions of work-from-home workers at their workplace on individual work performance when working at home. A quantitative approach will be used to see the relationship between the variables of home workplace conditions and perceptions of the workplace at home with individual work performance. In this study, data collection was carried out by filling out questionnaires and conducting semi-structured interviews with participatory floor plan mapping. Filling in the questionnaire was carried out to collect participant demographic data, data on home workplace conditions, data on participants' perceptions of their workplace, and data on assessment of individual work performance of the work-from-home workers. Implementation of semi-structured interviews with participatory floor plan mapping was carried out to collect data on workplace conditions and worker interaction with the workplace. The collected data will be analyzed using statistical analysis and qualitative analysis methods. The results showed that there was a correlation between conditions at work at home, perceptions at work at home, and individual work performance. Furthermore, the results also found that certain elements of the workplace conditions and certain perceptions have their own impacts on Individual Work Performance.