ABSTRACT

THE EFFECT OF WORK FROM HOME (WFH) AND WORK LIFE BALANCE (WLB) ON EMPLOYEE PERFORMANCE DURING THE COVID-19 PANDEMIC
(A Research on Non-Management Employees at PD BPR Arta Galunggung)

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The purpose of this study was to determine and analyze the effect of work home and work life balance on employee performance during the covid-19 pandemic for non-manager PD employees. BPR Artha Galunggung was carried out either partially or simultaneously. This research method uses a survey method. The population is 152 while the sample is 58, the sample technique used is random sampling technique and then uses the custer sampling method to make it easier to determine employee data collection. Data collection techniques by distributing questionnaires to non-manager employees of PD. BPR Artha Galunggung. The analytical method in this research uses path analysis. The results of the study, it is known that work from home has a partial but not significant effect on employee performance, then work life balance partially shows that it has a significant effect on employee performance. Work from home and work life balance simultaneously have a significant effect on employee performance.

Keywords: *Work from home, work life balance, employee performanc*

ABSTRAK

PENGARUH *WORK FROM HOME (WFH)* DAN *WORK LIFE BALANCE (WLB)* TERHADAP KINERJA KARYAWAN DI MASA PANDEMI COVID-19

(Suatu Penelitian Terhadap Karyawan Non Manajer di PD BPR Arta Galunggung)

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Tujuan dari penelitian untuk mengetahui dan menganalisis pengaruh *work ftom home* dan *work life balance* terhadap kinerja karyawan di masa pandemi covid-19 pada karyawan non manajer PD. BPR Artha Galunggung dilakukan baik secara parsial maupun simultan. Metode penelitian ini menggunakan metode survey. Populasi sebanyak 152 sedangkan sampel 58, teknik sample yang digunakan yaitu teknik *sample random sampling* kemudian menggunakan metode *custer sampling* untuk memudahkan dalam menentukan pengambilan data karyawan. Teknik pengumpulan data dengan cara menyebarkan kuesioner pada karyawan non manajer PD. BPR Artha Galunggung. Metode analisis dalam penelitian menggunakan analisis jalur. Hasil penelitian, *work from home* diketahui bahwa secara parsial berpengaruh tapi tidak signifikan terhadap kinerja karyawan, kemudian *work life balance* secara parsial menunjukan bahwa berpengaruh signifikan terhadap kinerja karyawan. *Work from home* dan *work life balance* secara simultan berpengaruh signifikan terhadap kinerja karyawan.

Kata kunci: *Work from home, work life balance,* kinerja karyawan