

## ABSTRAK

### PENGARUH *WORK FROM HOME*, MOTIVASI DAN KEPEMIMPINAN TERHADAP KINERJA KARYAWAN

Studi pada Dinas Pendidikan  
di Kabupaten Maluku Tenggara pada Masa Pandemi Covid-19

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2021

Penelitian ini bertujuan untuk mengetahui apakah *work from home*, motivasi dan kepemimpinan berpengaruh terhadap kinerja karyawan. Penelitian ini dilakukan pada bulan September 2021 di Dinas Pendidikan Kabupaten Maluku Tenggara. Populasi dalam penelitian ini adalah Aparatur Sipil Negara di Dinas Pendidikan Kabupaten Maluku Tenggara. Pengambilan sampel menggunakan teknik *Saturation Sampling*. Pada penelitian ini kuesioner yang diisi sebanyak 62 responden. Teknik analisis data dalam penelitian ini adalah analisis regresi linier berganda menggunakan program SPSS versi 25 *for Windows*. Hasil penelitian ini menunjukkan bahwa *work from home*, motivasi dan kepemimpinan secara simultan berpengaruh terhadap kinerja karyawan. Secara parsial *work from home*, motivasi dan kepemimpinan juga berpengaruh terhadap kinerja karyawan.

Kata kunci: *Work from home*, motivasi, kepemimpinan, dan kinerja karyawan

## ABSTRACT

### THE INFLUENCE OF WORK FROM HOME, MOTIVATION AND LEADERSHIP TO THE PERFORMANCE OF EMPLOYEES

Study at the Education Office  
in Southeast Maluku Regency during the Covid-19 Pandemic

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This study aims to determine whether work from home, motivation and leadership affect employee performance. This research was conducted in September 2021 at the Southeast Maluku District Education Office. The population in this study is Civil servant in the Education Office of Southeast Maluku Regency. Sampling using the Saturation Sampling technique. In this study, 62 respondents filled out the questionnaire. The data analysis technique in this research is multiple linear regression analysis using SPSS version 25 for Windows. The results of this study indicate that work from home, motivation and leadership simultaneously affect employee performance. Moreover, the partial effect on each variable, which are work from home, motivation and leadership, also affects employee performance.

Keywords: Work from home, motivation, leadership, and employee performance.