

ABSTRAK

Abdurahman Saleh, NIM : 7173510002. “Pengaruh *Work From Home* Dan *Work Life Balance* Terhadap Kinerja Guru Dimasa *Pandemic* Pada SMA Negeri I Tanjungbalai”.

Penelitian ini bertujuan untuk mengetahui pengaruh *Work From Home* dan *Work Life Balance* Terhadap Kinerja Guru Dimasa *Pandemic* Pada SMA Negeri I Tanjungbalai. Penelitian ini menggunakan metode kuantitatif dengan teknik pengambilan sampel menggunakan *sampling* jenuh, dengan jumlah sampel sebanyak 31 orang. Teknik pengambilan data dalam penelitian ini dilakukan dengan cara menyebarkan kuesioner yang pengukurannya dengan skala *likert* dan diolah secara *statistic* menggunakan analisis regresi linear berganda dan pengujian hipotesis dengan uji t, uji F dan uji koefisien determinasi (R^2) yang sebelumnya data telah diuji menggunakan uji validitas, uji reliabilitas dan uji asumsi klasik. Pengolahan data menggunakan program *SPSS for windows 20*.

Secara parsial *Work From Home* berpengaruh positif dan signifikan terhadap Kinerja Guru Dimasa *Pandemic* Pada SMA Negeri I Tanjungbalai. Sedangkan *Work Life Balance* berpengaruh negatif dan tidak signifikan terhadap Kinerja Guru Dimasa *Pandemic* Pada SMA Negeri I Tanjungbalai. Berdasarkan hasil penelitian menunjukkan bahwa variabel *Work From Home* dan *Work Life Balance* berpengaruh secara simultan terhadap Kinerja Guru Dimasa *Pandemic* Pada SMA Negeri I Tanjungbalai. Hal ini terlihat dari nilai $F_{hitung} > F_{tabel} = 44,177 > 3,30$ dengan nilai signifikan $0,000 < 0,05$. Uji koefisien determinasi menunjukkan nilai R Square sebesar 0,759 yang berarti bahwa variabel *Work From Home* dan *Work Life Balance* mampu menjelaskan pengaruhnya terhadap variabel terikat yaitu Kinerja Guru sebesar 75,9%, Sedangkan sisanya sebesar 24,1% dijelaskan oleh variabel lain yang tidak dimasukkan dalam model penelitian ini.

Kata Kunci : *Work From Home*, *Work Life Balance*, Kinerja Guru.

ABSTRACT

Abdurahman Saleh, NIM : 7173510002. "The Influence of Work From Home and Work Life Balance on Teacher Performance During the Pandemic At SMA Negeri I Tanjungbalai".

This study aims to determine the effect of work from home and work life balance on teacher performance during the pandemic at SMA Negeri I Tanjungbalai. This study uses quantitative methods with sampling techniques using sampling saturate, with a total sample of 31 people. The data collection technique in this study was carried out by distributing questionnaires whose measurements were using a Likert scale and statistically processed using multiple linear regression analysis and hypothesis testing with t-test, F-test and coefficient of determination (R²). reliability test and classical assumption test. Data processing using SPSS for windows 20 program.

Partially, Work From Home has a positive and significant effect on teacher performance during the pandemic at SMA Negeri I Tanjungbalai. Meanwhile, Work Life Balance also has a negative and not significant effect on teacher performance during the pandemic at SMA Negeri I Tanjungbalai. Based on the results of the study, it was shown that the variables of Work From Home and Work Life Balance had a simultaneous effect on teacher performance during the pandemic at SMA Negeri I Tanjungbalai. This can be seen from the value of $F_{count} > F_{table} = 44,177 > 3,30$ with a significant value of $0.000 < 0.05$. The coefficient of determination test shows an R Square value of 0,759 which means that the Trust variable Work From Home and Work Life Balance are able to explain their effect on the dependent variable, namely Teacher Performance of 75,9%, while the remaining 24,1% is explained by other variables not included in this research model.

Keywords: Work From Home, Work Life Balance, Teacher Performance.