

ABSTRAK

Kevin Gunawan, NIM: 7173510038. “Pengaruh Efektivitas *Work From Home* dan Loyalitas terhadap Kinerja Karyawan PT. Lumbang Cipta Madani”.

Penelitian ini bertujuan untuk mengetahui pengaruh dari efektivitas *work from home* dan loyalitas kerja terhadap kinerja karyawan PT. Lumbang Cipta Madani. Adapun teknik pengambilan sampel penelitian ini adalah dengan menggunakan *sampling* jenuh yang berarti seluruh populasi menjadi sampel penelitian yaitu berjumlah 53 karyawan. Teknik pengumpulan data dengan menggunakan kuisioner dengan skala *Likert*. Analisis data penelitian menggunakan regresi linear dan pengujian hipotesis penelitian dengan menggunakan uji t, uji f, dan koefisien determinasi (R^2) yang dilakukan dengan bantuan *SPSS 24*. Hasil penelitian menunjukkan bahwa efektivitas *work from home* secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan. Loyalitas secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan. Efektivitas *work from home* dan loyalitas secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan. Uji koefisien determinasi menunjukkan nilai *R Square* sebesar 0,435 yang berarti bahwa efektivitas *work from home* dan loyalitas mampu menjelaskan pengaruhnya terhadap kinerja karyawan sebesar 43,5%. Sedangkan sisanya dipengaruhi oleh faktor-faktor lain yang tidak dikaji dalam penelitian ini.

Kata Kunci: Efektivitas Work From Home, Loyalitas, Kinerja.

ABSTRACT

Kevin Gunawan, NIM: 7173510038. “The Influence of Work From Home Effectivity and Loyalty on Employees’ Job Performance of PT. Lumbung Cipta Madani”.

This research was aimed at discovering the influence of work from home effectivity on employees’ job performance of PT. Lumbung Cipta Madani. The sampling technique of this research was using saturity sampling which meant all the population, 53 employees, were the research sample. The technique of data collection used questionnaire with Likert scale. The data analysis used linear regression model dan hypothesis was tested by using t-test, f-test, and coefficient determinor test (R^2) which the help of SPSS 24 software. The results showed that the effectivity of work from home had positive and significant effect on employees job performances. Loyalty had positive and significant effect on employees job performances. The effectivity of work from home and the loyalty simultaneously had positive and significant effect on employees’ job performance. The test of coefficient determinor showed that the score of R square was 0,435 which meant that the effectivity of work from home and loyalty were able to explaine their influence on employees job performance as much as 43,5%. Meanwhile the rest 56,5% was influenced by other factor which was not discussed in this research.

Keywords: Work From Home Effectivity, Loyalty, Job Performance.