

## INTISARI

Kondisi pandemi COVID-19 sempat melanda berbagai wilayah di dunia, tidak terkecuali Indonesia. Dalam upaya mencegah penyebaran virus COVID-19, kala itu diberlakukan pembatasan kegiatan melalui penerapan *work from home (WfH)* di lingkungan kerja dimana pada beberapa institusi hal tersebut merupakan pola kerja baru termasuk di institusi perguruan tinggi. Hal ini dapat berdampak pada kinerja tenaga kependidikan yang terbiasa dengan pola kerja tatap muka. Selain itu, penerapan *WfH* yang minim monitoring dari atasan dapat berpengaruh pada motivasi tenaga kependidikan, sehingga diperlukan adanya motivasi intrinsik yang dapat mendukung kinerjanya. Di sisi lain, penerapan *WfH* tersebut juga memiliki sisi positif bagi tenaga kependidikan yang memiliki fleksibilitas dalam menyeimbangkan profesional kerja dan kehidupan pribadi. Penelitian ini bertujuan untuk menganalisis peran motivasi intrinsik dan *work-life balance* terhadap kinerja pada kondisi *WfH*. Penelitian ini menggunakan 245 responden yang merupakan tenaga kependidikan di Universitas Gadjah Mada. Instrumen penelitian menggunakan kuesioner yang disusun berdasarkan skala sikap Likert yang kemudian diuji validitas menggunakan korelasi Pearson Product Moment dan uji reliabilitas menggunakan *Cronbach Alpha*. Metode analisis menggunakan analisis deskriptif dan analisis regresi linier berganda dengan *software* SPSS 26. Hasil dari penelitian ini menunjukkan bahwa motivasi intrinsik dan *work-life balance* secara bersama-sama memberikan pengaruh positif terhadap kinerja. Variabel kinerja dipengaruhi oleh variabel motivasi intrinsik ( $X_1$ ) dan *WLB* ( $X_2$ ) sebesar 69,4%, sedangkan sisanya 30,6% variabel kinerja dipengaruhi oleh variabel-variabel lain yang tidak disebutkan dalam penelitian ini.

**Kata kunci:** *work from home*, motivasi intrinsik, *work-life balance* dan kinerja

## ABSTRACT

*The COVID-19 pandemic hit various regions in the world, including Indonesia. As an effort to prevent the spread of the COVID-19 virus, the activities restrictions were imposed through the implementation of work from home (WfH) in several institutions. This was a new work style implemented including in higher education institutions. This condition could have an impact on the performance of education staff who were accustomed to face-to-face work style. In addition, the implementation of WfH caused limitations for supervisors to monitor the staff performance. Therefore, the intrinsic motivation was needed to support their performance. On the other hand, the implementation of WfH also had a positive impact for education staff who had flexibility in balancing professional work and personal life. Therefore, this study aimed at analyzing the role of intrinsic motivation and work-life balance towards performance under WfH implementation. This study used 245 respondents who worked as staff at Universitas Gadjah Mada. The research instrument used in this study was a questionnaire which constructed based on Likert scale. The questionnaire validity was examined using Pearson Product Moment Correlation, meanwhile the reliability was examined using Cronbach Alpha. This study used descriptive analysis and multiple linear regression analysis with SPSS 26 software. The result of the study showed that the intrinsic motivation and work-life balance simultaneously gave effect towards performance. Performance was influenced 69.4% by intrinsic motivation ( $X_1$ ) and WLB ( $X_2$ ) variables, while the remaining 30.6% of performance was influenced by other variables which were not mentioned in this study.*

**Keywords:** *work from home*, intrinsic motivation, *work-life balance* and performance