

## INTISARI

Aparatur Sipil Negara (ASN) merupakan sumber daya manusia yang menggerakkan jalannya suatu organisasi pemerintahan. ASN diberikan beban kerja berupa tugas dan tanggung jawab untuk mencapai visi, misi, tujuan dan sasaran organisasi. Untuk mewujudkan hal tersebut, maka setiap organisasi menentukan jam kerja untuk pegawainnya. Namun ketika Indonesia terkena dampak pandemi Covid-19, semua kantor, diharuskan untuk bekerja dari rumah (*Work From Home*). WFH tentu menjadi hal yang baru dalam organisasi pemerintahan. Kementerian Desa, Pembangunan Daerah Tertinggal dan Transmigrasi (Kemendes PDTT), merupakan instansi pemerintahan yang memiliki tanggung jawab untuk mengawasi dan berkunjung ke daerah-daerah dan desa-desa di Indonesia. Adanya WFH tentu memberikan dampak terhadap kinerja ASN Kemendes PDTT terutama terkait dengan interaksi dengan masyarakat di daerah dan desa. Tujuan penelitian ini untuk mengetahui lebih dalam dan terperinci sejauh mana kinerja ASN Kemendes PDTT dalam pemberlakuan *Work From Home*. Penelitian ini menggunakan metode deskriptif kualitatif dengan menggunakan aplikasi Nvivo. Data yang digunakan dalam penelitian ini data primer dan data sekunder. Data primer yaitu berupa hasil wawancara dan data sekunder yaitu dokumen yang berkaitan dengan kinerja dan pemberlakuan bekerja dari rumah di Kemendes PDTT.

Hasil penelitian menunjukkan bahwa kinerja ASN di Kemendes PDTT selama bekerja dari rumah (WFH) berjalan efektif dilihat dari 5 indikator penelitian yaitu kerja sama, kemampuan kerja, penggunaan sarana dan prasarana, pemanfaatan waktu dan adaptasi dengan lingkungan. Namun indikator kerja sama secara horizontal yaitu kerja sama dengan masyarakat, selama pemberlakuan bekerja dari rumah (WFH), berkurang. Hal ini dikarenakan keterbatasan interaksi yang biasanya bertatap muka secara langsung, dan melihat langsung kondisi di lapangan, karena bekerja dari rumah kerja sama dengan masyarakat dilakukan secara virtual (*online*). Selain itu pemberlakuan WFH di Kemendes PDTT memberikan dampak yaitu dari dimensi sosial kurangnya kunjungan ke daerah dan desa, dilihat dari dimensi teknologi, para ASN lebih banyak menggunakan teknologi saat bekerja dan menambah pengetahuan terkait teknologi, dan yang terakhir dari dimensi ekonomi yaitu adanya pengurangan belanja pegawai.

**Kata Kunci: Kinerja, Bekerja dari Rumah, Pandemi Covid-19**

## ABSTRACT

*The State Civil Apparatus (Aparatur Sipil Negara, abbreviated as ASN) is the human resource that drives the governance of a governmental organization. ASN is assigned a workload in the form of responsibilities and duties to accomplish the vision, mission, goals and objectives of the organization. Therefore, each organization determines working hours for its employees. However, since Indonesia has been affected by the Covid-19 pandemic, all employees in all offices were required to work from home, abbreviated as WFH. WFH is certainly a new thing in governmental organizations. The Ministry of Villages, Development of Disadvantaged Regions, and Transmigration (Kementerian Desa, Pembangunan Daerah Tertinggal dan Transmigrasi, abbreviated as Kemendes PDTT) is a government agency that has the responsibility to supervise and visit areas and villages in Indonesia. The existence of WFH certainly has an impact on the performance of ASN under Kemendes PDTT, especially related to interactions with communities in regions and villages. This study aims to investigate deeply and in detail the extent to which the ASN of Kemendes PDTT performs in implementing Work From Home. This study employed a qualitative descriptive method using the Nvivo application. The data used in this study were primary data and secondary data. Primary data was in the form of interview results and secondary data, namely documents related to the performance and enforcement of working from home in the Kemendes PDTT.*

*The results showed that the performance of ASN at the Ministry of Villages, Development of Disadvantaged Regions, and Transmigration when working from home (WFH) was effective in terms of 5 indicators, namely cooperation, workability, use of facilities and infrastructure, time management, and adaptation to the environment. However, the indicators of horizontal cooperation, cooperation with the community during the implementation of working from home (WFH), were reduced. This was due to limited interactions where the interactions used to be done face to face while the field conditions used to be seen directly. Since working from home, cooperation with the community has been done virtually (online). In addition, the implementation of WFH at the Ministry of Villages, Development of Disadvantaged Regions, and Transmigration has several impacts, namely the lack of visits to regions and villages from the social dimension, the use of technology in working, and the increasing knowledge of ASNs related to technology from the technological dimension, and at last a reduction in personnel expenditure from the economic dimension.*

**Keywords: Performance, Working from Home, Covid-19 Pandemic**