


**ANALISIS WFH, SEMANGAT KERJA, DAN KINERJA PEGAWAI  
DI UNIT PELAKSANA TEKNIS BADAN PELINDUNGAN PEKERJA  
MIGRAN INDONESIA (UPT BP2MI) YOGYAKARTA**

**Vivi Ristiansari**

**Abstrak**

Penelitian ini bertujuan untuk mengetahui (1) Bagaimanakah persepsi pegawai mengenai WFH (*Work From Home*) di Unit Pelaksana Teknis Badan Pelindungan Pekerja Migran Indonesia (UPT BP2MI) Yogyakarta (2) Bagaimanakah persepsi pegawai mengenai Semangat Kerja di Unit Pelaksana Teknis Badan Pelindungan Pekerja Migran Indonesia (UPT BP2MI) Yogyakarta (3) Bagaimanakah persepsi atasan mengenai Kinerja Pegawai di Unit Pelaksana Teknis Badan Pelindungan Pekerja Migran Indonesia (UPT BP2MI) Yogyakarta. Jenis penelitian ini menggunakan metode analisis data deskriptif kualitatif dengan metode perolehan data observasi, kuesioner dan wawancara. Teknik yang digunakan dalam pengambilan sampel adalah metode *Sampling Jenuh* Teknik *Nonrandom Sampling* yang digunakan Sensus atau *Sampling Total* dengan kriteria pertimbangan seluruh pegawai PNS yang melakukan sistem *work from home*. Sampel yang digunakan adalah 28 pegawai UPT BP2MI Yogyakarta. Data penelitian ini diolah menggunakan SPSS versi 22 dan alat yang digunakan untuk menentukan hasil angka penelitian adalah dengan Analisis Statistik Deskriptif, Uji Instrumen penelitian yaitu Uji Validitas, Uji Reliabilitas dan Uji *Mean Aritmatik*. Hasil analisis data pada penelitian ini menunjukkan bahwa persepsi pegawai mengenai pelaksanaan WFH positif dan tergolong baik. Hasil analisis data mengenai semangat kerja pegawai menunjukkan persepsi pegawai mengenai semangat kerja positif dan tergolong baik, walaupun terdapat pegawai yang beranggapan kurang baik. Hasil analisis data penelitian ini menunjukkan bahwa persepsi pimpinan mengenai kinerja pegawai positif dan tergolong baik.

**Kata Kunci :** *Work From Home, Semangat Kerja, Kinerja Pegawai*

 29/6/21

**ANALYSIS OF WFH, WORK SPIRIT, AND PERFORMANCE OF  
EMPLOYEES IN THE TECHNICAL IMPLEMENTATION UNIT OF THE  
INDONESIAN MIGRANT WORKERS PROTECTION AGENCY (UPT  
BP2MI) YOGYAKARTA**

**Vivi Ristiansari**

**Abstract**

*This study aims to find out (1) What is the employee's perception of WFH (Work From Home) in the Technical Implementation Unit of the Indonesian Migrant Workers Protection Agency (UPT BP2MI) Yogyakarta (2) What is the employee's perception of Work Spirit in the Technical Implementation Unit of the Indonesian Migrant Workers Protection Agency (UPT BP2MI) Yogyakarta (3) What is the superior's perception of employee performance in the Technical Implementation Unit of the Indonesian Migrant Workers Protection Agency (UPT BP2MI) Yogyakarta. This type of research uses descriptive qualitative data analysis method with the method of obtaining observation data, questionnaires and interviews. The technique used in sampling is Saturated Sampling, Nonrandom Sampling Technique used by Census or Total Sampling with consideration of all PNS employees who carry out a work from home system. The sample used was 28 employees of UPT BP2MI Yogyakarta. The research data was processed using SPSS version 22 and the tools used to determine the results of the research numbers were Descriptive Statistical Analysis, Research Instruments Test, namely Validity Test, Reliability Test and Arithmetic Mean Test. The results of data analysis in this study indicate that employees' perceptions of the implementation of WFH are positive and classified as good. The results of data analysis regarding employee morale show employee perceptions of positive morale and are classified as good, although there are employees who think it is not good. The results of data analysis of this study indicate that the leadership's perception of employee performance is positive and classified as good.*

**Keywords:** *Work From Home, Work Spirit, Employee Performance*