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## THE EFFECT OF WORK FROM HOME AND DISCIPLINE ON EMPLOYEE PERFORMANCE ON UPTD FOREST CERTIFICATION AND SEEDLING

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### ABSTRAK

*Penelitian ini bertujuan untuk mengetahui work from home, kedisiplinan, dan kinerja pegawai UPTD Sertifikasi Tanaman Hutan dan Perbenihan serta untuk mengetahui seberapa besar pengaruh work from home terhadap kinerja pegawai UPTD Sertifikasi dan Perbenihan Tanaman Hutan. Metode penelitian yang digunakan dalam penelitian ini adalah metode deskriptif dan verifikatif. Populasi dalam penelitian ini adalah seluruh pegawai UPTD Sertifikasi Tanaman Hutan dan Perbenihan. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah teknik sampel jenuh, sehingga sampel penelitian ini adalah seluruh pegawai UPTD Sertifikasi dan Perbenihan Tanaman Hutan yang berjumlah 21 responden. Sedangkan teknik analisis data yang digunakan dalam penelitian ini adalah analisis deskriptif, uji asumsi klasik, analisis regresi berganda, koefisien determinasi dan uji hipotesis. Hasil penelitian menunjukkan bahwa secara keseluruhan work from home dan kedisiplinan terhadap kinerja pegawai pada UPTD Sertifikasi dan Perbenihan Tanaman Hutan berada pada kategori sangat baik. Namun demikian, meskipun termasuk dalam kategori sangat baik, masih ada beberapa hal yang perlu dibenahi. Selain itu, hasil penelitian juga menunjukkan bahwa secara parsial dan simultan, work from home dan disiplin berpengaruh signifikan terhadap kinerja pegawai di UPTD Sertifikasi dan Benih Tanaman Hutan.*

**Kata kunci : Work From Home, Disiplin, Kinerja Karyawan**

### ABSTRACT

This study aims to determine work from home, discipline, and employee performance of UPTD for Forest Plant Certification and Seedling and to find out how much influence work from home has on the performance of UPTD employees for Certification and Forest Plant Seedling. The research method used in this research is descriptive and verification method. The population in this study were all employees of the UPTD for Forest Plant Certification and Seedling. The sampling technique used in this study is the saturated sample technique, so the sample of this research is all employees of the UPTD for Certification and Forest Plant Seeds, totalling 21 respondents. In contrast, the data analysis techniques used in this research are descriptive analysis, classical assumption test, multiple regression analysis, coefficient of determination and hypothesis testing. The study results show that overall work from home and discipline on employee performance at the UPTD for Certification and Forest Plant Seeds are in the very good category. However, even though it is included in the very good category, some things still need to be addressed. In addition, the study's results also showed that, partially and

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simultaneously, work from home and discipline had a significant effect on employee performance at the UPTD for Certification and Forest Plant Seeds.

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

## 1. INTRODUCTION

Efforts to overcome COVID-19 continue to be carried out by the government by issuing several policies, including implementing social distancing or physical distancing (maintaining physical distance) and implementing PSBB (Large-Scale Social Restrictions) and the Work From Home policy. With the continued increase in COVID-19 in Indonesia, the Ministry of State Apparatus Empowerment and Bureaucratic Reform has made regulations regarding the adjustment of the work system of the state civil apparatus as a direction for Government Agencies during the COVID-19 pandemic. This regulation is listed in the Circular Letter of the Ministry of Administrative Reform and Bureaucratic Reform Number: 19 of 2020 regarding the adjustment of the work system of the State Civil Apparatus (ASN) to prevent COVID-19 in government agencies and the Circular Letter of the Governor of West Java Number: 400/28/

Law and Human Rights concerning the handling of the COVID-19 pandemic specifically to prevent the spread among the state civil apparatus. Following up on the circular, the West Java Provincial Government made a regulation by making the Regional Secretariat of the West Java Provincial Government Circular Number: 800/30/BKD dated March 16, 2020, regarding the adjustment of the work system of the state civil apparatus to prevent the spread of COVID-19 in the provincial government. West Java, then Circular Number: 29/KPG.03.04/BKD dated February 15 2022, regarding the twenty-sixth extension of the adjustment of activities and work systems for employees within the scope of the regional government of West Java Province.

Based on observations, the achievement of program/activity realization in the 2018-2021 fiscal year that occurred in the UPTD for Forest Plant Certification and Seedling during the COVID-19 pandemic and before the COVID-19 pandemic between the target and the realization there was a target that was not achieved with the following data in Table 1. In the 2018 - 2019 budget year, the performance targets for the programs/activities of the UPTD for Forest Plant Certification and Seedling in the period before the COVID-19 pandemic were not realized due to internal factors such as immature planning, an administration that had not been carried out properly, thus affecting the unrealized of performance targets. previously planned. Then in 2020 - 2021, the COVID-19 pandemic caused a further decline in the achievement of performance realization in the UPTD for Forest Plant Certification and Seedling because, during the pandemic that lasted throughout 2020 - 2021, many of the previously planned performance targets were transferred for purposes handling and prevention of Covid-19 so that so many performance targets were postponed and could not be fully realized.

**Table 1.**  
**Data on Performance Targets of Regional Apparatus Programs/Activities for the Fiscal Year 2018-2021**

No	Year	Target (Rp)	Realization (Rp)	%
1.	2018	8.556.655.500	8.500.655.500	99.34
2.	2019	4.388.411.553	4.358.411.553	99.31
3.	2020	2.205.834.716	2.162.464.994	98.03
4.	2021	2.990.358.772	2.930.216.168	97.99

According to the results of previous research (Kurniawan, 2021), explaining that work from home has a positive and significant effect on employee performance where this can be seen from the results of data processing. Based on the results of another study (Anugrah et al, 2020) in the journal *The Role of Work-Life Balance on the Performance of Employees Who Implement Work From Home (WFH) during the COVID-19 Pandemic*, explaining that employees who implement work from home have susceptibility to family conflict, stress, and frustration. . Work from home employees who have a balance in their personal and work lives will feel satisfaction at work so that it has an impact on increasing performance.

Work discipline based on government regulation number 53 of 2010 concerning Civil Servant Discipline (PNS) explains that Civil Servant Discipline (PNS) is the ability of Civil Servants to comply with obligations and avoid prohibitions specified in the legislation and/or official regulations. If it is not obeyed or violated, it will be subject to disciplinary punishment. Disciplinary violations are any words, writings, or actions of a Civil Servant (PNS) who do not comply with their obligations and/or violate the prohibition on disciplinary provisions for Civil Servants (PNS), both inside and outside working hours. Previous research by (Syakarni, 2017), states that good discipline reflects the magnitude of the employee's responsibility for the tasks given. More discipline comes from within the employees themselves which are shown in the form of complying with existing regulations on employees. This is supported by the theory (Hasibuan in, Irawan, and Handayani, 2018), that discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms. Good discipline reflects the magnitude of individual responsibility for all tasks assigned to him.

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## LITERATURE REVIEW AND HYPOTHESIS

Crosbie and Moore (2004), states “Work from home or Work From Home (WFH) means paid work done primarily from home (minimum 20 hours per week). Work From Home (WFH) will provide flexible time for workers to provide a balance of life for employees. On the other hand, Work From Home (WFH) also provides benefits for the company”. Meanwhile, Mustajab et al (2020) defines work from home "Changes in the organization in assignin duties and responsibilities to employees by "forbidding" employees to work in the office and gather in the room, so that employees have to work at home, this is called work from home (WFH).

According to Singodimodjo in Sutrisno (2017) says that discipline is an attitude of willingness and willingness of a person to obey and obey the norms of the regulations that apply around him. Good employee discipline will accelerate the company's goals while declining discipline will become a barrier and slow down the achievement of company goals. Meanwhile, Tsauri (2013), discipline is comes from the root word "disciple" which means learning. Discipline is a direction to train and shape someone to do something better. Discipline is a process that can foster a person's feelings to maintain and improve organizational goals objectively, through compliance with organizational regulations.

According to Silaen et al (2021) performance is An employee who carries out his functions following the responsibilities given and succeeds in quality and quantity is called performance. A person's work performance based on the quantity and quality that has been mutually agreed upon is a general understanding of performance. Ramly (2021) performance has meanings performance comes from the word job performance or actual performance which means work performance or actual achievement achieved by someone. Usually, people with high performance are referred to as productive people, and conversely, people whose performance levels do not reach the standard are said to be unproductive or low-performing people.

## HYPOTHESIS

The formulation of the research problem has been stated in the form of a statement sentence.

H1 : Work from home has an effect on employee performance in UPTD at UPTD for Certification and Seedling of Forest Plants

H2 : Discipline affects employee performance at UPTD for Certification and Forest Plant Seeds

H3 : Work from home and discipline affect employee performance at UPTD for Certification and Forest Plant Seeds

## 2. METHOD

Sugiyono (2019) explains that the research method is a process of activities in the form of data collection, analysis, and providing interpretations related to research objectives. In this

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research, the research method that will be used is the descriptive research method and verification research method. According to Sugiyono (2018), the descriptive research method is research carried out to determine the existence of independent variables, either only on one or more variables (stand-alone variables) without making comparisons and looking for relationships between these variables and other variables. Meanwhile, according to Sugiyono (2018), the verification research method is research conducted on a particular population or sample to test the established hypothesis. According to Sugiyono (2019), that data collection can be done in two ways consisting of primary data and secondary data.

Arikunto (2012) explains that if the total population is less than 100 people, then the number of samples taken is the entirety of the total population. However, if the total population is greater than 100 people, then the number of samples that can be taken is 10-15% or 20-25% of the total population. Based on the explanation given, the researcher will take the entire population of employees as many as 21 employees because the total population is less than 100. The sampling technique used in this study is a saturated sample because the number of employees in the UPTD for Certification and Forest Plant Seeds is only 21 people. Data collection methods that will be used in this research are interview, questionnaire, observation, and literature study.

The data analysis technique used in this research is multiple linear regression analysis. multiple regression analysis is a statistic used to analyze data by describing or describing the data that has been collected as it is without intending to make conclusions that apply to the public or generalizations. Data analysis of this study used a Likert scale, the Likert scale was used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena. With a Likert scale, the variables to be measured are translated into variable indicators. Then, the indicator variable is used as a starting point for compiling instrument items which can be in the form of statements or questions.

### **3. RESULTS AND DISCUSSIONS**

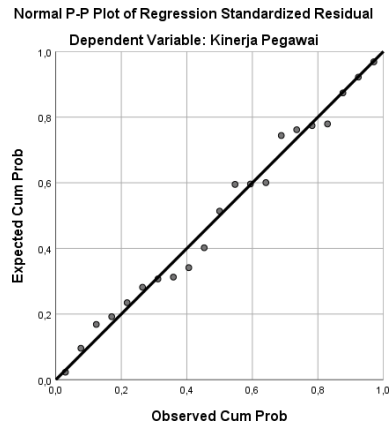
In this study, the authors distributed questionnaires to 21 employees of the UPTD for Certification and Forest Plant Seeds, all questions on the questionnaire were related to the variables studied regarding the effect of Work From Home and Discipline on Employee Performance at the UPTD for Certification and Seeds of Forest Plants. Data can be said to be valid if the value of  $r_{count} > r_{table}$ . The number of respondents in this study was 21 respondents. Based on the number of respondents' calculations, where  $(df = n-2)$  which means  $(21 - 2 = 19)$  with an error rate of 5%, it can be seen that the  $r_{table}$  value in this study is 0.4329. The research instrument is said to be valid if the value of  $r_{count}$  is greater than 0.4329.

Based on the data shown in table 2, the results of the validity test show that the correlation of each question item that represents each variable is valid. Normality test was conducted to test whether the independent variable/independent/(X) and dependent variable/(Y).

**Table 2.**  
**Recapitulation of Validity Test Results**

Variabel	No item	Correlation	rtabel	Description
<i>Work From Home</i> (X <sub>1</sub> )	1	0,844	0,4329	Valid
	2	0,917	0,4329	Valid
	3	0,594	0,4329	Valid
	4	0,770	0,4329	Valid
	5	0,741	0,4329	Valid
	6	0,718	0,4329	Valid
	7	0,695	0,4329	Valid
Discipline (X <sub>2</sub> )	1	0,713	0,4329	Valid
	2	0,461	0,4329	Valid
	3	0,680	0,4329	Valid
	4	0,690	0,4329	Valid
	5	0,742	0,4329	Valid
	6	0,617	0,4329	Valid
	7	0,719	0,4329	Valid
	8	0,527	0,4329	Valid
Employee Perfomance (Y)	1	0,940	0,4329	Valid
	2	0,842	0,4329	Valid
	3	0,715	0,4329	Valid
	4	0,891	0,4329	Valid
	5	0,740	0,4329	Valid
	6	0,908	0,4329	Valid
	7	0,744	0,4329	Valid
	8	0,856	0,4329	Valid
	9	0,819	0,4329	Valid

According to Ghozali (2018), the normality test aims to test whether, in the regression model, the confounding or residual variables have a normal distribution. The conclusion to determine whether data follows a normal distribution or not is to assess its significance.



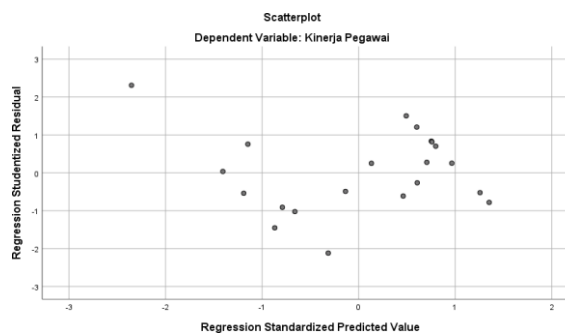
**Figure 1.**  
**Normal Probability Plot Graph**

The results of the multicollinearity test can be said that there is no multicollinearity because the tolerance value is  $0.456 > 0.10$ . Likewise the results of the calculation of the VIF (Variance Inflation Factor) value shows variables have a VIF value of  $2.194 < 10$ . This illustrates that there is no symptom of multicollinearity in the regression model or there is no correlation between independent variables (independent).

**Table 3.**  
**Multicollinearity Test Results Coefficients<sup>a</sup>**

Model		Collinearity Statistics	
		Tolerance	VIF
1	Work From Home	,456	2,194
	Disiplin	,456	2,194

a. Dependent Variable: Employee Performance



**Figure 2.**  
**Heteroscedasticity Test Results**

The results of the heteroscedasticity test show that the normal graph plot shown in the figure shows that the points spread around the diagonal line, and the spread follows the diagonal line, so the graph strengthens the conclusion that the regression model used in this study is normally distributed. In this study, multiple linear regression testing aims to measure how much influence Work From Home (X1) and Discipline (X2) have on Employee Performance (Y).

**Table 4.**  
**Multiple Linear Regression Test Results Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,715	4,357		,164	,871
Work From Home	,928	,169	,684	5,505	,000
Disiplin	,425	,171	,308	2,483	,023

a. Dependent Variable: Employee Performance

From the results of the multiple linear regression equation, the effect of Work From Home and Discipline on Employee Performance is as follows:

1. With = constant of 0.715, it means that if the independent variables, namely the Work From Home and Discipline variables, are considered constant (value 0), then the dependent variable, namely the Employee Performance variable, will be worth 0.715.
2. With the regression coefficient value of the Work From Home variable showing several 0.928, it means that if the Work From Home variable has increased by (one) unit, while the other independent variable, namely the Discipline variable, is considered constant (value 0), then the dependent variable, namely the Employee Performance variable, will increase by 0.928.
3. With the regression coefficient value of the Discipline variable showing several 0.425, it means that if the Discipline variable has increased by (one) unit, while the other independent variable, namely the Work From Home variable, is considered constant (value 0), then the dependent variable, namely Employee Performance variable, will increase by 0.425.

A partial test (t test) aims to determine the effect of each independent variable on the dependent variable. According to Ghozali (2018), the decision-making criteria in this test is if the p-value <0.05, then H1 is accepted. On the other hand, if the p-value is 0.05 then H1 is rejected. The t-test shows how far the influence of one explanatory or independent variable individually in explaining the variation of the independent variables X1 and X2 on the dependent variable Y, partially or separately.

Based on the output shown in table 5, it can be seen that the tcount obtained for the Work From Home (X1) variable is 5.505. This value is compared with the ttable value in the t distribution table, with = 0.05, df = (21-2) = 19, so that the ttable value for the two-party test is 1.729. By

referring to these values, it is known that the tcount value obtained by the Work From Home (X1) variable is  $5.505 > t_{table} 1.729$ , which is following the hypothesis testing criteria that H0 is rejected and H1 is accepted. That is, partially Work From Home (X1) has a significant effect on Employee Performance (Y).

**Table 5**  
**Results of Partial Hypothesis Testing Test (t) Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1 (Constant)	,715	4,357		,164	,871
Work From Home	,928	,169	,684	5,505	,000
Disiplin	,425	,171	,308	2,483	,023

a. Dependent Variable: Employee Performance

Based on the output shown in table 5, it can be seen that the tcount value obtained for the Discipline variable (X2) is 2.483. This value is compared with the ttable value in the t distribution table, with  $\alpha = 0.05$ ,  $df = (21-2) = 19$ , so that the ttable value for the two-party test is 1.729. Regarding these values, it is known that the tcount value obtained by the Discipline variable (X2) is  $2.483 > t_{table} 1.729$ , which is following the hypothesis testing criteria that H0 is rejected and H1 is accepted. That is, partially Discipline (X2) has a significant effect on Employee Performance (Y). To find out the contribution of Work From Home and Discipline variables to Employee Performance at the UPTD for Forest Plant Certification and Seedling, it can be seen from the output results as follows:

**Table 6.**  
**Results of Simultaneous Hypothesis Testing F Test ANOVA<sup>a</sup>**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	666,193	2	333,097	62,108	,000 <sup>b</sup>
Residual	96,538	18	5,363		
Total	762,731	20			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Discipline, Work From Home

Based on the test results shown in Table 5.44, the significance value of the regression model simultaneously is 0.000, where this value is smaller than the 0.05 significance level, which is  $0.000 < 0.05$ . In addition, it can also be seen that from the results of the comparison between Fcount and Ftable, which shows the Fcount value of 62.108, while Ftable is 3.555, it can be seen that the  $F_{count} > F_{table}$ , which is  $62.108 > 3.555$ , so it can be concluded that H1 is

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accepted, meaning that together or simultaneously Work From Home and Discipline variables have a significant effect on the Employee Performance variable.

#### 4. CONCLUSION

Based on the results and discussion on the effect of Work From Home and Discipline on Employee Performance at the UPTD for Forest Plant Certification and Seedling, it can be concluded in this study as follows:

1. Description of work from home, work discipline, and employee performance of UPTD for Forest Plant Certification and Seedling.
  - 1) All employees of UPTD for Certification and Forest Plant Seeds still have a sense of responsibility to keep working even though work from home based working hours are considered more flexible and work from home does not make employees lazy to do work, so employee performance will always increase.
  - 2) The leader always supervises employees to improve performance both in quality and quantity in addition the supervision of the leadership can find out the level of discipline of employees in doing the work that is owned by the employee has reached the target or has not reached the predetermined performance target.
  - 3) Employees feel that honesty in doing a job is one of the important things by working following the principles and beliefs can improve employee performance.
2. The effect of work from home on the performance of UPTD employees for Forest Plant Certification and Seedling. There is an influence between work from home on performance because it is known that the tcount value obtained by the Work From Home (X1) variable is  $5.505 > t_{table} 1.729$ , which is following the hypothesis testing criteria that H0 is rejected and H1 is accepted. That is, partially Work From Home (X1) has a significant effect on Employee Performance (Y).
3. The influence of work discipline on the performance of UPTD employees for Forest Plant Certification and Seedling There is an influence between discipline on performance because it is known that the tcount value obtained by the Discipline variable (X2) is  $2.483 > t_{table} 1.729$ , which is following the hypothesis testing criteria that H0 is rejected and H1 is accepted. That is, partially Discipline (X2) has a significant effect on Employee Performance (Y).
4. The influence of work from home and work discipline on the performance of UPTD employees for Forest Plant Certification and Seedling. There is an influence between work from home and discipline on employee performance at the UPTD for Certification and Forest Plant Seedling because based on the results of the hypothesis test, it can be seen that the value of Fcount  $> F_{table}$ , which is  $62.108 > 3.55$ , so it can be concluded that H1 is accepted, meaning jointly or Simultaneously, the Work From Home and Discipline variables have a significant effect on the Employee Performance variable at the UPTD for Certification and Forest Plant Seeds.

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