

Impact of Work from Home for State Civil Apparatus in Malang City

Ratih Nindita Kirana, Agus Sholahuddin, Roos Widjajani*
University of Merdeka Malang, Indonesia

*Corresponding Author: E-mail: r_widjajani@yahoo.com

ABSTRACT

Since the release of the United States secretary of personnel & bureaucratic reform no. 19 of 2020 for the adjustment of the state's civil-personnel systems in deployment of the covid-19 in the governmental environment, the headman has been scrambling to make a phased through policy as country's civil personnel in his neighborhood, performing at home or more popular jobs named WFH (work from home). Including in the Malang city, the mayor issued the policy no. 5 of 2020 bill on house-working criteria, after they had done their home work, there was a wide response to its accessibility, difficulties and obstacles. In this study a problem has been raised as follows, the first What impact can be found from the mayor's policy on work from home for the State Civil Apparatus and the second is What elements can be classified as the impact of work from home for the State Civil Apparatus. Data retrieval by filing requirements through a questionnaire. distributed to how the Country's Civil Personnel in the inspector's area, in the Malang city. Once the data has collected will be analyzed using a qualitative approach by personifying it in a result of depth analysis and reinforcing the cause. The results found that, 40% of the questions made to 60 respondents call for WFH to be ineffective because they do not know what to do and do through IT/online, and 28% they claim to be less effective because they are still trying new ways to use the tools and infrastructure, and 20% can be effective because their duties and functions are formulating data and searching and analyzing document data, Then the remaining 12 % did not answer or fail to respond because of not understanding and the difficulty of carrying out their activities because they had to coordinate with other areas.

Keywords: Covid-19; Impact; Mayor's policy; State civil apparatus; Work from home

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1. INTRODUCTION

The President urged people to minimize the spread of the new type of coronavirus (SARS-CoV-2) that causes Covid-19, people are asked to work, study, and worship from home, one of which is creating a system of working from home. Working from home or work from home is a system chosen by the government to reduce the spread of the new type of coronavirus (SARS-CoV-2) that causes Covid-19. Working from home is expected to maintain social distancing, namely reducing people's mobility, maintaining physical distance, and reducing crowds. This appeal, especially for the State Civil Apparatus, has been followed up by the Minister of Administrative Reform and Bureaucracy Reform through Circular Letter number 19 of 2020 on Adjustment of the Work System of the State Civil Apparatus in Efforts to Prevent Covid-19 in the Government Agency Environment. It says that State Civil Apparatus can work in a home/ residence, but it is certain that there are two levels of highest structural officials working in the office. In addition, there is a ban on face-to-face activities that presented many participants to be postponed or cancelled. Each local government has its own policies, such as dividing two teams that alternately work at home and in the office and work from home only for those who are sick and new from traveling abroad. Working from home or work from home certainly has the same obligations and responsibilities as working from the office. But in its implementation, the application of work from home turns out to have challenges and obstacles that are not easy, because not all sectors of work can be done from home. Many factors can affect the implementation of work from home such as lack of work tools and communication, lack of coordination, disruption of "domestic" environment in the household, and so on.

Title of the 2nd level

Policy is defined as a series of concepts and principles that become the outline and basis of the plan in the implementation of a job, leadership, and how to act (about government, organization, etc.); statement of goals, objectives, principles and guidelines for management in an effort to achieve goals. Policies are defined by experts with a variety of understandings. Robert Eyestone in Anderson (1984) defines policy as a government agency's relationship to its environment. As for Carl J. Friedrich, policy is a proposed direction of action in a person, group, or government in an environment with obstacles and opportunities, which is expected to meet and overcome such obstacles in order to achieve a goal or realize a certain will and purpose. (Soenarko, 2000:42). From some of the above definitions it can be understood that a policy is a decision implemented by government officials for the benefit of the people. The interests of the people here are the entirety of the whole interest of the combination of opinions, desires, and demands presented to the government.

2. METHODS

This study aims to explore and analyze the Impact of Malang Mayor's Policy on Work From Home for State Civil Apparatus and also to find and analyze what elements can be classified as the impact of work from home for the State Civil Apparatus. In this study, researchers used data collection by submitting the requirements through questionnaires distributed to the State Civil Apparatus in the secretariat area of Malang City. After the data collected will be analyzed using qualitative approach by concifying in percentage as a result for in-depth analysis and strengthening causation. Because of the large and widespread number and type of population, it is necessary to sample in this study and in this study used random samples - probability sampling - samples taken 10% of the population who have State Civil Apparatus criteria that do work from home. For State Civil Apparatus representation is used Stratified Random Sampling technique.

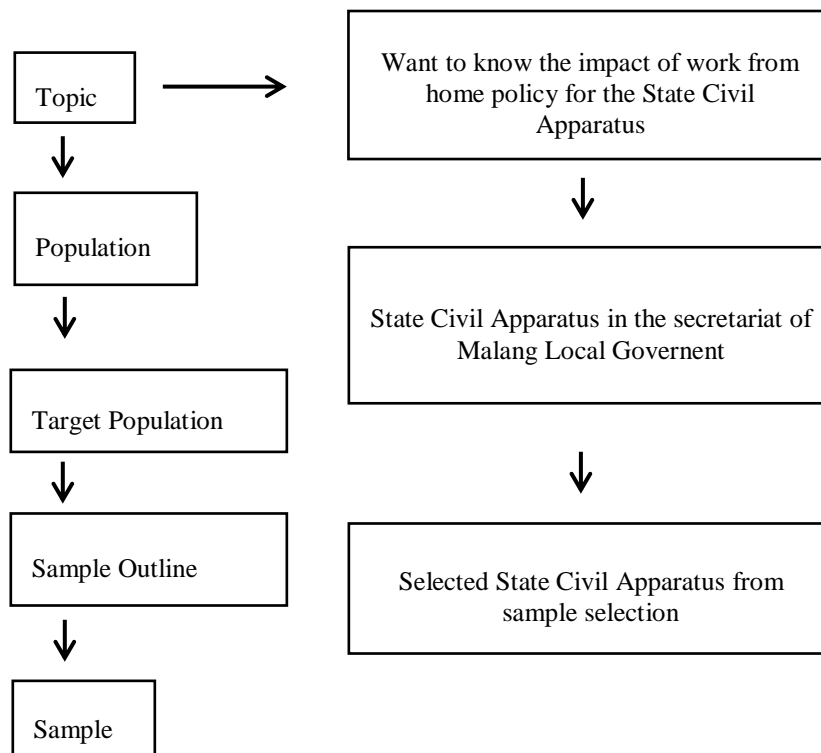


Figure 1. Sample determination flow

The method for analyzing data uses descriptive methods with the aim that the results of the analysis can be described in depth, and detail. This research begins with the determination of research topics that are continued by determining population, population target, sample outline, sample and conclusion.

3. RESULTS AND DISCUSSION

Results of this research, it can be concluded that the Malang Mayor's policy on work from home has a significant impact on the state civil apparatus. For the field of duty for the civil apparatus of the state work from home is considered ineffective because they do not know what to do and do through IT / online, and 28% of them stated less effective because they are still trying new ways to use the facilities and infrastructure, and 20% can be effective because their tasks and functions are compiling data and searching and analyzing document data, then the remaining 12% they do not answer or do not respond because they do not understand and have difficulty carrying out their activities because they have to coordinate with other fields.

For the State Civil Apparatus's economic policy on work from home, for those working at home can save costs for food and transportation costs that must be spent every day. Reduced income because there is no outside service so that there is a decrease in income.

The family element of the State Civil Apparatus to the Mayor's policy on work from home is to work from home directly will be closer to the family, especially for those who have small children who need attention from parents but Undeniably, closeness to the family is also a nuisance. Especially if you already have children it is impossible to ignore them for granted and can lead to leaving work.

Work from home which means working from home. In general, usually work from home is defined by the way employees work outside the office. Either from home, from a café or restaurant according to the wishes of employees. The work from home system does have high flexibility. This is to support the balance of employees between work and life. Work From Home is a work concept where employees can do their work from home. Working from home also provides flexible working hours for employees. Working from home is helpful to provide work-life balance to employees, and also helps companies get the job done.

Benefits of Work From Home are: (1) There will be more job applicants for certain jobs with people having the constraints to go to the office like people with disabilities even parents who find it difficult to leave their child; (2) Work-life balance is more stepped up because many people claim the work environment can be calmer in the friendly so that it helps concentrate on work and can get the task done quickly without being constrained by the burden of long journeys; (3) Many savings with office infrastructure costs such as space, electricity bills etc; (4) Employees feel motivated because they get a good work-life balance, and increase their productivity

Disadvantages of Work From Home are: (1) There's always a problem with monitoring work. Especially the misunderstanding of the work and lack of communication; (2) There are always security issues with data transferred and that can't be monitored; (3) Not all jobs are suitable for work with the concept of Work From Home. Sometimes communication problems between employees make it problematic for a job; (4) The lack of socializing with the working concept of Work From Home can also be detrimental to humans who are essentially social beings. As well as the lack of openness when sharing around work.

4. CONCLUSION

From the results of this research, it can be concluded that the Malang Mayor's policy on work from home has a significant impact on the state civil apparatus. Work from home is considered ineffective because they do not know what to do and do through IT / online, and 28% of them stated less effective because they are still trying new ways to use the facilities and infrastructure, and 20% can be effective because their tasks and functions are compiling data and searching and analyzing document data, then the remaining 12% they do not answer or do not respond because they do not understand and have difficulty carrying out their activities because they have to coordinate with other fields.

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