

See discussions, stats, and author profiles for this publication at: <https://www.researchgate.net/publication/341413246>

# Impact of Work From Home (WFH) on Indonesian Teachers Performance During the Covid-19 Pandemic : An Exploratory Study

Article · May 2020

CITATIONS

52

READS

13,526

6 authors, including:



**Agus Purwanto**

Universitas Bina Bangsa

375 PUBLICATIONS 2,544 CITATIONS

[SEE PROFILE](#)



**Masduki Asbari**

STMIK Insan Pembangunan

175 PUBLICATIONS 1,707 CITATIONS

[SEE PROFILE](#)



**Yoyok Cahyono**

Universitas Pramita Indonesia Tangerang

37 PUBLICATIONS 272 CITATIONS

[SEE PROFILE](#)



**Mochammad Fahlevi**

Binus University

107 PUBLICATIONS 446 CITATIONS

[SEE PROFILE](#)

Some of the authors of this publication are also working on these related projects:



Quantitative Research Methods 1 [View project](#)



HR Management [View project](#)

## **Impact of Work From Home (WFH) on Indonesian Teachers Performance During the Covid-19 Pandemic : An Exploratory Study**

Agus Purwanto\*<sup>1</sup>, Masduki Asbari<sup>2</sup>, Mochammad Fahlevi<sup>3</sup>, Abdul Mufid<sup>4</sup>,  
Eva Agistiawati<sup>5</sup>, Yoyok Cahyono<sup>6</sup>, Popong Suryani<sup>7</sup>

<sup>1,2</sup>*Pelita Harapan University, Indonesia*

<sup>1</sup>*Universitas BinaBangsa, Indonesia*

<sup>3</sup>*Bina Nusantara University, Indonesia*

<sup>4</sup>*Sekolah Tinggi Agama Islam KhozinatulUlum, Indonesia*

<sup>5</sup>*STMIK Insan Pembangunan, Indonesia*

<sup>6</sup>*Universitas Pramita Indonesia, Indonesia*

<sup>7</sup>*Sekolah Tinggi Ilmu Ekonomi Putra Perdana Indonesia, Indonesia*

*\*Corresponding email: agozpor@gmail.com*

### **Abstract**

*The purpose of this study was to identify obtain information about the advantages and disadvantages of working at home ( Work From Home ) during pandemic COVID-19. Research using the case study method, using an approach to discover and study method qualitative case that is used to gain information advantages and disadvantages of working at home ( Work From Home ) during pandemic COVID-19. In this study, respondents were 6 people in an elementary school in Tangerang. For confidentiality purposes, respondents are given the initials R1, R2, R3, R4, R5 and R6. Semi-structured interviews were conducted and a list of questions compiled for interviews was developed based on the related literature. Respondents for this study were teachers and at an elementary school in Tangerang. The results of this study are that there are several advantages and disadvantages to the WFH program, the advantages are that the WFH activity is more flexible in completing work, does not follow office hours, does not need to spend money to pay for transportation costs or gasoline costs , can minimize the level of stress experienced besides traffic jams traffic from home to the office, have more free time. The disadvantage of WFH is that it can lose work motivation to bear electricity and internet costs, can cause data security problems.*

**Keywords :** *Work form home, Performance, COVID-19 Pandemic, Explorative Study*

### **1. Introduction**

Work From Home (WFH) is now a dream of many people, especially for the current millennial generation does not need to wake up in the morning then take a shower and get ready to go to the office by crashing the road jams that take up a lot of time. Enough to use makeshift clothes then open the laptop from home and work. The current world situation WHO has announced about the Covid-19 virus pandemic worldwide. Indonesian President Joko Widodo in his speech instructed the Indonesian people to reduce activities outside the home that are not important. Including implementing Work From Home work systems and schools and online lectures. This is a strategic step taken by the government to prevent the corona virus outbreak that is increasingly widespread in Indonesia today. This policy reaps a lot of pros and cons, especially for workers. Work From Home for some fields of work can not be done, especially from

the readiness of the company is not necessarily all ready with this WFH system. The recommendations for companies and businesses can use several applications to support Work From Home activities for maximum results. Work from home or Work From Home which is carried out now is a follow up to President Joko Widodo's appeal at a press conference at Bogor Palace in West Java (March 15, 2020). The President appealed to be able to minimize the spread of the new type of corona virus (SARS-CoV-2) that causes Covid-19, the people were asked to work, study, and worship from home, one of which was creating a work from home system. This appeal, especially for the State Civil Apparatus, has been followed up by the Minister of Administrative Reform and Bureaucratic Reform through Circular Letter number 19 of 2020 concerning Adjustment of the State Civil Servants' Work System in Covid-19 Prevention Efforts in Government Agencies. The contents, ASN can work at home / residence, but certainly there are two levels of structural officials who work in the office . In addition, there are prohibitions on face-to-face activities that present many participants to be postponed or canceled. Previously, a number of private companies in Jakarta also issued a work from home policy ( Work From Home ). Each company 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 are just traveling abroad. Or just apply to work at home for a few days because of the need for spraying disinfectants.

Preventative steps that can be taken are grouped into three categories of companies which can temporarily stop all business activities. The company can temporarily reduce some of its business activities (some teachers , time, and operational facilities). Companies that cannot stop their business activities, bearing in mind the direct interests related to health services, the need for basic ingredients, and fuel oil (BBM). Since a positive case of COVID-19 was discovered in Indonesia and COVID-19 has been declared a pandemic by the World Health Organization, the Indonesian government has taken steps to reduce the chance of spreading the virus by practicing physical distancing. This limitation of social interaction is carried out by issuing policies of study, work, and worship at home. Since March 16, 2020, following the government's appeal, several companies in Indonesia have begun implementing Work From Home (WFH) policies . Furthermore, despite implementing the WFH policy, several companies continue to ensure that operational business can continue to run so as not to interfere with a number of actions taken by the company in dealing with the COVID-19 crisis, all of which are carried out based on three main principles, including: Ensuring the safety and protecting Master's health Continuously striving to achieve predetermined company targets.

The Minister of Education invites teachers and lecturers to also do Work From Home or work from home. Nadiem conveyed that teaching activities could be done from home using technology. Teachers and lecturers in Covid-19 affected areas should not go to school or campus for the time being. I heard that there are a lot of teachers who are still in normal activities . This appeal to teachers and lecturers was conveyed by the Minister of Education and Culture Nadiem related to the temporary suspension of face-to-face learning activities in schools and colleges in areas affected by the corona virus or Covid-19. Educators and education personnel are also advised not to come to school or campus.

The purpose of this study was to identify obtain information about the advantages and disadvantages of working at home ( Work From Home ) during pandemic COVID-19, to identify the advantages and disadvantages of the WFH during apandemiCovid mas-19

## 2. Methods

Research using the case study method of exploration and research approaches using qualitative case study methods used to obtain information advantages and disadvantages of working at home ( Work From Home ) during pandemic COVID-19 .. In this study, respondents were 6 teachers and parents student. For confidentiality purposes, respondents were given the initials R1, R2, R3, R4 and R5 Semi-structured interviews were conducted and a list of questions compiled for interviews was developed based on the related literature. Respondents for this study were teachers and parents of students in an elementary school in Tangerang.

**Table 1. Profile of Respondents**

Initial	Gender	Age	Education	Status
R1	Male	25	Married	S2
R2	Female	33	Married	S1
R3	Female	41	Married	S2
R4	Male	39	Single	S1
R5	Female	42	Married	S2
R6	Male	31	Married	S1

The primary collection method is with semi-structured interviews while secondary data is collected from published data such as journal articles and books. This study was limited to a sample size of 6 respondents living in Tangerang City. This research is an exploratory case study and the sample was selected using the purposive sampling method. In qualitative research, a purposive sampling technique is a method used to achieve certain research objectives. There is no limit to the number of respondents to make a purposive sample, provided the desired information can be obtained and generated (Bernard, 2002). To conduct a case study research, Creswell (2013) provides observations and several sample size recommendations, which range from no more than four to five cases. In the case study the respondents were interviewed until data saturation was reached and no more new information could be obtained (Guest et al., 2006; Krysik and Finn, 2010). All respondents provided information sheets before the interview. The interview place is conducted in a location that is convenient for the respondents. All interviews, with permission and consent signed, were recorded audio and then verbally transcribed.

Analysis and interpretation of data is the most critical part of qualitative research.

To explore and obtain information on the advantages and disadvantages of working from home ( Work From Home ) during the COVID-19 pandemic towards teacher performance, several research questions were made, the following questions were asked:

- Explain the advantages of working from home ( Work From Home )?
- Explain the shortcomings of working at home ( Work From Home )?

### 3. Research Result

The purpose of this study was to obtain information about the advantages and disadvantages of working at home ( Work From Home on the performance of teachers in Primary Schools in Tangerang. All participants' responses were original quotations, and they were quoted as stated by respondents.

#### Theme 1: Benefits of the Work Form Home (WFH)

Some of the respondents gave statements:

*... WFH More flexible in completing work, ... ( R1)*

*.. For those who work daily in front of a laptop, it is certain to have a special desk and chair as their workplace. But, of course there are times when teachers feel bored and need a new atmosphere. (R2)*

**Some of the respondents gave statements:**

*.... Just as when Work From Home , the teacher can actually work anywhere from home. From the living room, bedroom, dining room, patio, and so on. The teacher himself can measure his comfort level at work. Importantly, when working from home, the teacher can take full responsibility for the work that will be completed that day ... ( R3)*

*.. Work From Home does not need to always follow the office hours. When you wake up in the morning, you can even directly open the laptop and pay in installments .. (R3)*

**Some of the respondents gave statements:**

*.. Work From Home does not need to pay money to pay for transportation costs or gasoline costs. You can also save time on the go .. (R4)*

*..For those who are often stuck in traffic on the road to the office, take advantage of this Work From Home benefit as much as possible. Moreover, by working from home, you can minimize the level of stress experienced . (R5)*

*... When stress is not felt to be a burden, of course work productivity will increase. That way, you can get the job done quickly ... ( R1)*

**Some of the respondents gave statements:**

*..A few tips, avoid working in the bedroom to avoid the feeling of laziness that could haunt, do not forget to shower and dress neatly, and listen to your favorite music that can arouse your mood...*

*..When a teacher can complete work faster and more effectively, job satisfaction can be a plus. When today is able to finish the job well, of course you will also feel more excited tomorrow ... ( R2)*

*..The existence of job satisfaction will certainly increase the productivity and loyalty of the teacher to the company ... ( R4)*

*... With the Work From Home policy , one can more easily divide its role. There are times when he focuses on office hours and there are times when he can carry out his personal life without the burden ... ( R6)*

**Some of the respondents gave statements:**

*... Another advantage of Work From Home that you can feel is that you have more free time, whether to time or to gather with family. Of course it's fun isn't it ... (R5)*

**Some of the respondents gave statements:**

*... When working at home, the Teacher can create a safer, more comfortable and conducive atmosphere. For example, Teacher can work on the back porch of the house, accompanied by hot tea and snacks. Or, the teacher can work in the living room accompanied by instrumental music to increase concentration ... ( R6)*

*... The teacher can avoid all kinds of unwanted distractions. Be more productive .... R2)*

## **Theme 2: Work Form Home (WFH) Loss**

*Some of the respondents gave statements:*

*... One of the disadvantages of Work From Home is that someone can lose work motivation. The reasons are quite diverse, for example the working atmosphere is not as expected, the atmosphere of the home is not like an office, ... ( R2)*

*Some of the respondents gave statements:*

*... When you lose your motivation to work, you should take a break and not push yourself. If you force yourself, the mood to work will increasingly disappear .. (R3)*

*Some of the respondents gave statements:*

*... When working in an office , the company bears the cost of electricity and the internet. However, it is different when the teacher works at home, because the possibility of electricity and internet costs will swell due to the continuous use ... ( R3)*

*..... To minimize the losses from this Work From Home , you should indeed have a special budget so that the bill does not swell ... ( R2)*

*... It is better not to provide email address or cellphone number when you want to access free public Wi-Fi because it can cause data security problems ... ( R3)*

## **4. Discussion**

### **Theme 1 Benefits of Work Form Home (WFH)**

WFH activities are more flexible in completing work, For those who work daily in front of a laptop, it is certain to have a special desk and chair as their workplace. But, of course

there are times when teachers feel bored and need a new atmosphere. For this reason, it is not uncommon for various schools to provide other places in the office to maximize Teacher performance. Similarly, when Work From Home, the teacher can actually work anywhere from home. From the living room, bedroom, dining room, patio, and so on. The teacher himself can measure his comfort level at work. Importantly, when working from home, the teacher can take full responsibility for the work to be completed that day. One of the advantages of Work From Home is that teachers do not need to follow office hours. One of the benefits of Work From Home is that you don't have to spend money to pay for transportation or gas costs, teachers can also save time on travel. For teachers who are also often stuck in traffic on the road to school, make the most of the benefits of Work From Home. Moreover, by working from home, you can minimize the level of stress experienced. In addition to traffic jams from home to school, one of the triggers of stress is the accumulation of work to be done. If the teacher is the type of person who can manage time well, Work From Home will certainly not be a problem. When stress is felt not to be a burden, of course work productivity will increase. That way, you can get the job done quickly. When a teacher can complete work faster and more effectively, job satisfaction can be a plus. When today is able to finish the job well, of course you will also feel more excited tomorrow. The existence of job satisfaction will certainly further increase the productivity and loyalty of teachers. The many demands of work that must be completed sometimes force some people to lose the balance between the world of work and personal life. However, with the Work From Home policy, one can more easily divide its role. There are times when he focuses on school hours and at times he can carry out his personal life without any burden. Another advantage of Work From Home that you can feel is that you have more free time to gather with your family. At work. For example, the noise of people who are chatting, the voice of coworkers who are on the phone, meetings here and there that take time, air conditioning that is not or too cold, and so on. When working at home, teachers can create a more secure, comfortable and conducive atmosphere.

## **Theme 2: Negative Impact of Work Form Home (WFH)**

One of the disadvantages of Work From Home is that teachers can lose work motivation. The reasons are quite diverse, for example the working atmosphere is not as expected, the atmosphere of the house is not like an office, distracted by social media and other entertainment, and so on. When losing motivation to work, the teacher should rest for a while and not push yourself. If you force yourself, the mood for work will increasingly disappear. When working in an office, the institution bears the cost of electricity and the internet. However, it is different when teachers work at home, because the possibility of electricity and internet costs will increase due to continuous use. To minimize the disadvantages of this Work From Home, teachers should indeed have a special budget so that bills do not swell, Arise data security issues, to use internet access in public areas. you should not provide e-mail addresses or cellphone numbers when you want to access free public Wi-Fi because it can cause data security issues. Always lock the laptop you have and be careful when opening documents or when entering passwords. Ideally, office meetings are often held face-to-face in a special room. When Work From Home teachers must rely on technology to communicate with other colleagues.

Although many people doubt its effectiveness, Work From Home is considered the most effective work order at present. Because, in addition to helping efforts to minimize the risk of Corona virus transmission, Work From Home can also help ensure that business operations continue to run well. The following are five things that companies need to do so that the Work From Home policy that is put into effect runs effectively.

Make Work From Home Procedures Clear, Before applying Work From Home for teachers in the office, must have made clear procedures. This procedure is made so that your teacher can still work productively in their home. As for the contents of the procedure that you need to make must include about the daily work hours, the teacher must submit their assignments, how they must provide updates . A clear Work From Home procedure will motivate teachers to work wholeheartedly even when not in the office. You will also feel calmer, because each of your teacher's work will be monitored well.

## 5. Conclusion

WFH has advantages and disadvantages for teachers , Work From Home can be carried out effectively if both the teacher and the school go through it responsibly. Both parties must understand more about the conditions that occur, while providing the best performance possible, even though they are working in different places. Do not forget to maximize communication to avoid things that are not desirable. Make good use of technology, make a list of things you want to do more planned, also include the expected output so that teachers will not miss a day of Work From Home with non- productivity . If the teacher still has to work, don't forget to pay attention to the cleanliness of each outlet and health. Be diligent about washing your hands with soap and running water. You also need to provide this hand sanitizer at each outlet for use by other teachers who are still coming. When Work From Home , of course the laptop or computer becomes the main combat tool. Always make sure the laptop is clean from germs, the battery is fully charged, and all applications in it can run properly so as not to slow down in completing work. At work, the internet becomes one of the supports that you must prepare. With a stable internet connection, you can connect with each other easily. Especially when Work From Home , a comfortable teacher's workspace is also very important to prepare . Support of adequate internet access and low cost is also very helpful in this regard. Human resources in this case must also begin to be improved, because that way all the work that should be easy to do with the rapid advancement of technology can be done well without any obstacles. The community must also start thinking about the side jobs that can be applied in dealing with certain conditions that are not possible as it is today. Hopefully this international disaster can soon improve and the earth will soon improve, so that all activities can resume normal. Staying at home to break the chain of virus spread is indeed the right solution. But this is inseparable from the problems that will be caused in the future, such as not being able to carry out various normal activities in general but at work. If the community does not work, then they will not get income and if they do not earn income, then they cannot fulfill their daily needs while at home. This if left out long will greatly disrupt the economic balance of the community. To overcome this, the government through the Work From Home (WFH) policy is expected to make it easier for the community to continue working even in the midst of a virus pandemic that requires them to remain at



home. Through this policy the community considers that working at home will indeed greatly facilitate them, but this is inseparable from the work system that is increasingly difficult.

## References

- [1] Purwanto, A. Sulistiyadi,A.Primahendra, R. Kotamena,F. Prameswari,M.Ong,F. (2020). Does Quality, Safety, Environment and Food Safety Management System Influence Business Performance? Answers from Indonesian Packaging Industries . International Journal of Control and Automation. 13(1). 22-35.  
<http://sersec.org/journals/index.php/IJCA/article/view/4834>
- [2] Purwanto, A. ,Putri,R.S., ArmanHj. Ahmad , Asbari,M ., Bernarto,I., Santoso,P.B, Sihite,O.B.(2020). The Effect of Implementation Integrated Management System ISO 9001, ISO 14001, ISO 22000 and ISO 45001 on Indonesian Food Industries Performance . TEST Engineering & Management. 82.14054 – 14069.  
<http://www.testmagazine.biz/index.php/testmagazine/article/view/3078>
- [3] Hyun,C.C, Wijayanti,L.M., Asbari,M.,Purwanto,A. Santoso,P.B., IGAK Wardani, Bernarto,I., Pramono,R., (2020). Implementation of Contextual Teaching and Learning (CTL) to
- [4] Improve the Concept and Practice of Love for Faith-Learning Integration, International Journal of Control and Automation.13(1).365-383.  
<http://sersec.org/journals/index.php/IJCA/article/view/5737>
- [5] MasdukiAsbari , LaksmiWijayanti , Choi Chi. Hyun , Agus Purwanto , Priyono Budi Santoso , InnocentiusBernarto , Rudy Pramono , MiyvFayzhall. (2020). The Role of Knowledge Transfer and Organizational Learning toBuild Innovation Capability: Evidence from Indonesian Automotive Industry. International Journal of Control and Automation.13(1).19-322
- [6] InnocentiusBernarto, Diana Bachtiar, NikoSudibjo, Ian NurpatriaSuryawan, Agus Purwanto, MasdukiAsbari.(2020). Effect of Transformational Leadership, Perceived Organizational Support, Job Satisfaction Toward Life Satisfaction: Evidences from Indonesian Teachers. International Journal of Advanced Science and Technology.29(3). 5495 -5503
- [7] Asbari ,M.,Purwanto,A., Fayzhall,M., Winanti , Purnamasari ,D., Firdaus,A. ,(2020).Hard Skills or Soft Skills: Which are More Important for Indonesian Teachers Innovation.
- [8] TEST Engineering & Management.83(2020). 2836 – 2854.  
<http://www.testmagazine.biz/index.php/testmagazine/article/view/4087>
- [9] Asbari,M. Wijayanti,L.Hyun,C.C, Purwanto,A, Santoso,P.B.(2020). How to Build Innovation Capability in the RAC Industry to Face Industrial Revolution 4.0?, International Journal of Psychosocial Rehabilitation. 24(6). 2008-2027. DOI: 10.37200/IJPR/V24I6/PR260192
- [10] Pramono,R.Kristianti,T.,Purwanto, A. (2020).Character Development Training for Adults (A Case Study of Heartmaster Program in Jakarta). Test Engineering & Management. 83. 5809 –581.  
<http://www.testmagazine.biz/index.php/testmagazine/article/view/4556>
- [11] Andika Putra Wijaya, InnocentiusBernarto, Agus Purwanto. (2020). How to Achieve Value Creation in Digital World? The Influence of IT Response on Value Creation and Customer Satisfaction. International Journal of

- Advanced Science and Technology, 29(3), 6705 - 6715. Retrieved from <http://serisc.org/journals/index.php/IJAST/article/view/7322>
- [12] Ronald Susilo, InnocentiusBernarto, Agus Purwanto. (2020). Effect of Trust, Value and Atmosphere towards Patient Satisfaction (Case Study on Preama Clay of WaeLaku, Indonesia). *International Journal of Advanced Science and Technology*, 29(3), 6716 - 6723. Retrieved from <http://serisc.org/journals/index.php/IJAST/article/view/7324>
- [13] MasdukiAsbari, InnocentiusBernarto, RudyPramono, Agus Purwanto, DylmoonHidayat, ArdianSopa, VirzaUtamaAlamsyah, Pierre Senjaya, MiyvFayzhall, Mustofa. (2020). The Effect of work-Family conflict on Job Satisfaction and Performance: A Study of Indonesian Female Employees . *International Journal of Advanced Science and Technology*, 29(3), 6724 - 6748. Retrieved from <http://serisc.org/journals/index.php/IJAST/article/view/7325>
- [14] RatnaSetyowatiPutri, Agus Purwanto , Rudy Pramono, MasdukiAsbari, LaksmiMayestiWijayanti, Choi Chi Hyun. (2020). Impact of the COVID-19 Pandemic on Online Home Learning: An Explorative Study of Primary Schools in Indonesia. *International Journal of Advanced Science and Technology*, 29(05), 4809 - 4818. Retrieved from <http://serisc.org/journals/index.php/IJAST/article/view/13867>
- [15] Pierre Senjaya, FredsonKotamena, Freddy Ong, Carter Bing Andika, Agus Purwanto, Rudy Pramono. (2020). School Environmental Influences, Student Discipline and Learning Motivation Toward Increasing Senior High Students Achievement. *International Journal of Advanced Science and Technology*, 29(05), 4572 - 4586. Retrieved from <http://serisc.org/journals/index.php/IJAST/article/view/13787>
- [16] Carter Bing Andika, FredsonKotamena, Pierre Senjaya, StefyFalentinoAkuba, Johan Jang, Agus Purwanto. (2020). Effect of New and Systems Competence HR Recruitment HRD Through Commitment to Performance Organization : A Case Study in Indonesian School. *International Journal of Advanced Science and Technology*, 29(05), 4559 - 4571. Retrieved from <http://serisc.org/journals/index.php/IJAST/article/view/13786>
- [17] MirzaPrameswari, MasdukiAsbari, Agus Purwanto, Freddy Ong, SekundinaWillianaKusumaningsih, AnggaripeniMustikasiwi, GusliChidir, Winanti, ArdianSopa. (2020). The Impacts of Leadership and Organizational Culture on Performance in Indonesian Public Health: The Mediating Effects of Innovative Work Behavior. *International Journal of Control and Automation*, 13(02), 216 - 227. Retrieved from <http://serisc.org/journals/index.php/IJCA/article/view/7630>
- [18] HermasKornelius, InnocentiusBernarto, Anton WachidinWidjaja, Agus Purwanto. (2020). Competitive Strategic Maneuverability: The Missing Link Between Strategic Planning and Firm's Performance. *International Journal of Advanced Science and Technology*, 29(3), 7413 - 7422. Retrieved from <http://serisc.org/journals/index.php/IJAST/article/view/7612>
- [19] ArdianSopa, MasdukiAsbari, Agus Purwanto, Priyono Budi Santoso, Mustofa, DhanielHutagalung, SitiMaesaroh, MohamadRamdan, RizaPrimahendra. (2020). Hard Skills versus Soft Skills: Which are More Important for Indonesian Employees Innovation Capability. *International Journal of Control and Automation*, 13(02), 156 - 175. Retrieved from <http://serisc.org/journals/index.php/IJCA/article/view/7626>
- [20] Otto Berman Sihite, Agus Purwanto, Leo Hutagalung, RosmaIndrianaPurba, AnggaripeniMustikasiwi, Juliana Liem,

- MasdukiAsbari. (2020). Interests and Obstacles to Publication of Articles in Reputable International Journals: Exploratory Studies of Doctoral Students at Private Universities in Jakarta. *International Journal of Control and Automation*, 13(02), 176 - 184. Retrieved from <http://serisc.org/journals/index.php/IJCA/article/view/7627>
- [21] Priyono Budi Santoso, MasdukiAsbari, Agus Purwanto, LaksmiMayestiWijayanti, Choi, Chi Hyun, SitiMaesaroh, MiyvFayzhall, GusliChidir, Mustofa, DhanielHutagalung, Ahmad Yani. (2020). Working While Studying at University in the Self-Management Perspective: An Ethnographic Study on Java Ethnic Employees. *International Journal of Control and Automation*, 13(02), 299 - 308. Retrieved from <http://serisc.org/journals/index.php/IJCA/article/view/8098>
- [22] Rudy Pramono, YolentaWinda, Agus Purwanto, MirzaPrameswari, MasdukiAsbari, RosmaIndrianaPurba. (2020). Narrative Study: The Life of Influencers between Hobbies and Professions. *International Journal of Advanced Science and Technology*, 29(3), 8417 - 8438. Retrieved from <http://serisc.org/journals/index.php/IJAST/article/view/9876>
- [23] Kontan.co.id. (2020, 23 April ). <https://pressrelease.kontan.co.id/release/allianz-indonesia-kebijakan-work-from-home-tidak-mengubah-tingkat-pelayanan-nasabah-dan-produktivitas-Guru>.
- [24] qwords.com. (2020, 23 April ). <https://qwords.com/blog/apa-itu-work-from-home/>
- [25] hukumonline.com. (2020, 23 April ). <https://www.hukumonline.com/klinik/detail/ulasan/lt5e7326fd25227/ketentuan-pelaksanaan-i-work-from-home-i-di-tengah-wabah-corona/>
- [26] djkn.kemenkeu.go.i. (2020, 23 April ). <https://www.djkn.kemenkeu.go.id/artikel/baca/13014/Bekerja-dari-Rumah-Work-From-Home-Dari-Sudut-Pandang-Unit-Kepatuhan-Internal.html>
- [27] kompasiana.com. (2020, 23 April ). <https://www.kompasiana.com/muhammadalifalhazmiadlan4084/5e897541d541df5d343c0c92/efektifkah-work-from-home-wfh-ditengah-pandemi-covid-19>
- [28] Kompas.com. (2020, 23 April ). <https://www.kompas.com/edu/read/2020/03/20/145705271/nadiem-ajak-guru-dan-dosen-juga-work-from-home-mengajar-dari-rumah>