

ABSTRAK

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Judul Tesis : Pengaruh e-Leadership dan Internet Skill pada
Produktivitas Work-From-Home (Pada Direktorat
P2PM Kementerian Kesehatan Republik Indonesia)
Dosen Pembimbing : Dr. Rahmat Salam, M.Si.

Covid-19 telah menyebabkan organisasi menerapkan pengaturan kerja secara jarak jauh sebagai alternatif terbaik untuk membatasi penyebaran virus Corona. Kementerian Kesehatan Republik Indonesia dalam hal ini Direktorat Pencegahan dan Penanggulangan Penyakit Menular (P2PM) menjadi ujung tombak dalam upaya nasional menanggulangi Covid-19 dituntut untuk dapat memiliki produktivitas *work from home* yang minimal sama daripada bekerja dari kantor. Kemampuan pegawai dalam hal internet skill dan juga kemampuan pimpinan satuan kerja dalam memimpin jarak jauh juga merupakan faktor yang diduga berpengaruh besar terhadap produktivitas *work form home*. Penelitian ini menggunakan pendekatan kuantitatif berbasis survey untuk membuktikan tiga hipotesis yang dibangun. Sebanyak 113 orang dari 130 pegawai Direktorat P2PM yang telah terlibat dalam penelitian ini. Data yang berupa perceptual responses daripada responden distrukturkan menggunakan pendekatan Structural Equation Modelling dan diolah menggunakan aplikasi SmartPLS versi 3.3.9. Hasil analisis menjelaskan bahwa produktivitas *work from home* dari pegawai Direktorat P2PM Kemenkes RI dipengaruhi secara langsung, positif, dan signifikan oleh *internet skill* dari para pegawai. Sementara kemampuan e-Leadership dari pimpinan satuan kerja berpengaruh tidak langsung. Ada pun untuk penelitian selanjutnya, direkomendasikan untuk membahas pengaruh faktor-faktor lain seperti *availability of digital resources, digital collaboration, perceived organizational support, self-directed behavior, dan learning agility*.

Kata Kunci : *e-Leadership, Internet Skill, Produktivitas, Work From Home*
Referensi : 14 Buku, 87 Jurnal
Jumlah Halaman : 75+ 24 Halaman

ABSTRACT

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Thesis Title : The Influence of e-Leadership and Internet Skill on
Produktivty of Work-From-Home (Pada Direktorat P2PM
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Covid-19 has caused organizations to adopt remote work arrangements as the best alternative to limit the spread of the Corona virus. Kementerian Kesehatan Republik Indonesia – especially Direktorat Pencegahdan dan Penanggulangan Penyakit Menular (P2PM) is the spearhead in the national effort to tackle Covid-19 to be able to have work productivity from home that is at least the same as working from the office. The ability of employees in terms of internet skills and also the ability of the leadership of the work unit remotely is also a important factor that has a big influence on work productivity at home. This study uses a survey-based quantitative approach to prove the three hypotheses built. A total of 113 person from 130 employees of Direktorat P2PM who have been involved in this study. Data in the form of perceptual responses from the respondents were structured by using the Structural Equation Modeling approach and the it processed by employing SmartPLS version 3.3.9. The results of the analysis explain that the productivity of work from home is positively and significantly influenced by the internet skills of the employees. Meanwhile, the e-Leadership ability of the head of the work unit has an indirect effect. As for further research, it is certain to discuss the influence of other factors such as availability of digital resources, digital collaboration, perceived organizational support, independent behavior, and learning agility.

Keywords : *e-Leadership, Internet Skill, Productivity, Work From Home*
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