

ABSTRAK

Octavia, Evy Nurfatimah. 2021. Skripsi. **Pengaruh *Work From Home* dan Disiplin Kerja Terhadap Kinerja Pegawai di Kantor Pelayanan Pajak (KPP) Pratama Probolinggo**. Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan di Kantor Pelayanan Pajak (KPP) Pratama Probolinggo dengan tujuan untuk mengetahui pengaruh *work from home* dan disiplin kerja secara simultan dan secara parsial terhadap kinerja pegawai di Kantor Pelayanan Pajak (KPP) Pratama Probolinggo, dan untuk mengetahui variabel yang berpengaruh lebih dominan antara *work from home* dan disiplin kerja terhadap kinerja pegawai di Kantor Pelayanan Pajak (KPP) Pratama Probolinggo.

Jenis penelitian yang digunakan adalah metode asosiatif kuantitatif yaitu kausal kuantitatif. Populasi yang dipilih adalah pegawai Kantor Pelayanan Pajak (KPP) Pratama Probolinggo yang berjumlah 97 pegawai. Dengan pengambilan sampel sebanyak 78 yang menggunakan teknik probability sampling dan dihitung dengan rumus slovin.

Berdasarkan hasil penelitian diperoleh $F_{hitung} > F_{tabel}$ dengan taraf signifikan sebesar 0,000 karena nilai taraf signifikan $0,000 < 0,05$ maka H_0 ditolak dan H_a diterima, hal ini menunjukkan bahwa H_a yang menyatakan bahwa ada pengaruh signifikan antara *Work From Home* dan Disiplin Kerja Terhadap Kinerja Pegawai di Kantor Pelayanan Pajak (KPP) Pratama Probolinggo diterima. Diperoleh $t_{hitung} = 3.121 > t_{tabel} 1992$ dengan taraf signifikan sebesar 0,003, Karena nilai taraf signifikan $0,003 < 0,025$ maka H_0 ditolak dan H_a diterima. Hal ini menunjukkan bahwa H_a yang menyatakan bahwa ada pengaruh yang signifikan *Work From Home* secara parsial terhadap Kinerja Pegawai di Kantor Pelayanan Pajak (KPP) Pratama Probolinggo diterima. Diperoleh $t_{hitung} 4.537 > t_{tabel} 1992$ dengan taraf signifikan sebesar 0,000, Karena nilai taraf signifikan $0,000 < 0,025$ maka H_0 ditolak dan H_a diterima. Hal ini menunjukkan bahwa H_a yang menyatakan bahwa ada pengaruh signifikan Disiplin Kerja secara parsial terhadap Kinerja Pegawai di Kantor Pelayanan Pajak (KPP) Pratama Probolinggo diterima. Disiplin kerja adalah variabel yang memiliki pengaruh dominan terhadap kinerja pegawai.

Kata kunci : *Work From Home*, Disiplin Kerja, dan Kinerja Pegawai.

ABSTRACT

*Octavia, Evy Nurfatimah. 2021. Thesis. **The Effect of Work From Home and Work Discipline on Employee Performance at the Pratama Probolinggo Tax Office (KPP)**. Management Study Program, Faculty of Economics, Panca Marga University, Probolinggo.*

This research was conducted at the Pratama Probolinggo Tax Service Office (KPP) with the aim of knowing the effect of work from home and work discipline simultaneously and partially on the performance of employees at the Pratama Probolinggo Tax Service Office (KPP), and to find out which variables have a more dominant influence between work from home and work discipline on employee performance at the Pratama Probolinggo Tax Office (KPP).

This type of research is the quantitative associative method, namely the quantitative causal. The population chosen was the employees of the Tax Office (KPP) Pratama Probolinggo, totaling 97 employees. With a sample of 78 using probability sampling techniques and calculated with the Slovin formula.

Based on the results of the study, it is obtained that $F_{count} > F_{table}$ with a significant level of 0.000 because the significant level is $0.000 < 0.05$ then H_0 is rejected and H_a is accepted, this indicates that H_a states that there is a significant influence between Work From Home and Work Discipline on Performance Employees at the Tax Office (KPP) Pratama Probolinggo are accepted. Obtained $t_{count} = 3.121 > t_{table} 1992$ with a significant level of 0.003, because the significant level value of $0.003 < 0.025$ then H_0 is rejected and H_a is accepted. This shows that H_a which states that there is a significant effect of Work From Home partially on Employee Performance at the Pratama Probolinggo Tax Office (KPP) is accepted. Obtained $t_{count} 4.537 > t_{table} 1992$ with a significant level of 0.000, because the significant level value is $0.000 < 0.025$, so H_0 is rejected and H_a is accepted. This shows that H_a which states that there is a partially significant influence of Work Discipline on Employee Performance at the Pratama Probolinggo Tax Service Office (KPP) is accepted. Work discipline is a variable that has a dominant influence on employee performance.

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