

## **ABSTRACT**

*The change in the work system, which was originally from the office (work from office) and then working from home, resulted in changes in aspects of work during the Covid-19 pandemic. Employees who work in government agencies as ASN also experience differences in work systems that require adaptation and adjustment, including ASN at the Education and Training Center for the Secretary General of the DPR RI. Based on the results of pre-research, there are obstacles in the implementation of WFH for ASN at the Education and Training Center for the Secretary General of the DPR RI in the form of decreased absenteeism (discipline) and communication problems. This study aims to analyze the effectiveness of Work From Home or work from home, and the results will prove that Work From Home can be used by ASN in the long term.*

*This research was conducted using a qualitative research method with a phenomenological approach. Sources of data used in this research are primary data and secondary data. Data collection techniques were carried out through observation and interviews (in-depth interviews) on three levels of ASN positions in the form of 2 Head of Fields informants, 1 Young Expert Widyaiswara informants, and 1 Analyst informants.*

*The results of this study found that the effectiveness of implementing WFH on employee performance at the Education and Training Center for the Secretary General of the DPR RI can be said that there are still weaknesses related to the implementation of WFH at the Education and Training Center for the Secretary General of the DPR RI where informants still need to improve their ability to manage time, increase the time to communicate with colleagues work, dividing the implementation of work responsibilities when sick, adjusting the workplace at home, and facilitating access to work documents from home. Meanwhile, it can be said that the informants in this study fulfilled their productivity performance even though the work was carried out under WFH. With regard to the application of WFH to ASN at the Education and Training Center of the Secretary General of the DPR RI, it has not been able to apply the WFH system to ASN at the DPR RI Secretary General Education and Training Center because there are still negative impacts in the implementation of WFH including poor work performance, inefficient task accomplishment, the need for task completion arrangements, and standards for achieving the completion of tasks that need to be monitored again in terms of their achievements by ASN at the Center for Education and Training of the Secretary General of the DPR RI.*

**Keywords:** *Work From Home, State Civil Apparatus, Training Center for the Secretary General of the DPR RI.*