

ABSTRACT

The existence of Covid-19 pandemic makes the company take steps to minimize the risk of its employees contracting Covid-19 by conducting work from home. This policy is a policy that is expected to minimize the spread of Covid-19 and at the same time making employees productive at home but actually led to worries of workers to concerns about financial conditions. This research's objective is to examine, analyze, and provide empirical evidence of the perception of employees on the compensation cut policy during the Covid-19 pandemic condition.

This research is using qualitative research with phenomenological study approach. The population in this study were all employees in Jakarta who experienced compensation cut. While the sample that will be taken around 10 informants whose author specifies is the informants who are a group of employees who get compensation cuts in the period 2020 and 2021. In this study data analysis techniques used interactive model analysis techniques.

Based on the results of the research that has been done, it can be concluded that the form of compensation deductions made by each company is different, where there are companies that deduct benefits, bonuses and salaries from employees. The mechanism for deducting compensation is also different which is why here are differences between employees perception. Employees also believe that after the pandemic, the company's condition will improve and compensation will return to normal so they have no intention to quit or retire.

Keywords: compensation cut policy, Covid-19, perception of employees