

Abstract

As the times have evolved, technological advances have encouraged works to be done flexibly and result in a better work-life balance. The concept of these form of works have been applied a long time ago and continues to develop from over the year alongside with the advancement of technology. One form of flexible works was Work From Home. This work arrangement has begun to be widely recognized by the Indonesian since the implementation of Large-Scale Social Restrictions due to the Covid-19 pandemic. The implementation of Work From Home requires individuals who implement it to be more independent. Moreover, the concept of working from home which tends to isolate itself is actually against Indonesian's work culture and organization. This study aims to determine the excellences and limitations of Work From Home in Indonesia, particularly in the city of Semarang.

The method used in this research was qualitative phenomenology. The selection of informants was carried out by purposive sampling. A total of 6 selected informants were then interviewed to find out their experiences during Work From Home. The results of the interview were then made transcripts and analyzed using qualitative data analysis using a phenomenological approach.

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The results show that during Work From Home, people perceived both benefits and losses. The benefits include a quieter workplace and simpler, more flexible, and more efficiency in terms of the time and costs required. On the other hand, the perceived losses include obstacles in terms of coordination and communication. This was understandable since employees werw used to communicating face-to-face. Obstacles that occur could be even worse when unrelated-to-work disturbances arised such as lost signals or sudden power outages. As a result, working hours could be longer than working face-to-face and decreased job satisfaction.

Based on this issue, it can be concluded that Work From Home is a disaster when viewed from the benefits and losses that are more felt than the benefits obtained. This was normal considering the phenomenon of Work From Home is a new working-trend for Indonesian which arises during the Covid-19 pandemic. Many companies do this trend of working from home to avoid transmission of the virus in their work environment. Making people who were previously accustomed to carrying out work activities and gathering with colleagues in the workplace are forced to work online

Kata Kunci: *flexible, Work From Home, Covid-19, employees, work cultur, barokat, disaster*