

**PENGARUH *WORK FROM HOME* , LINGKUNGAN KERJA DAN  
MOTIVASI KERJA TERHADAP KINERJA KARYAWAN  
PT INDO PORCELAIN YOGYAKARTA**

**ABSTRAK**

PT Indo Porcelain adalah salah satu perusahaan produsen perlengkapan makan utama porselen putih di Asia dan diakuisisi oleh Gunung Sewu pada tahun 1979. Penelitian ini bertujuan untuk menganalisis pengaruh *Work From Home* , Lingkungan Kerja dan Motivasi Kerja terhadap Kinerja Karyawan. Sampel dalam penelitian ini adalah 57 orang pegawai departemen marketing yang terdampak *Work From Home* (WFH) . Instrumen penelitian yang digunakan adalah kuesioner. Hasil uji Instrumen menyatakan bahwa data dalam penelitian ini terbukti valid dan reliabel. Pada Uji Asumsi Klasik dinyatakan bahwa data dalam penelitian ini terdistribusi secara normal dan menghasilkan model regresi yang bebas dari multikolinearitas dan heteroskedastisitas. Hasil penelitian ini menunjukkan bahwa *Work From Home*, Lingkungan Kerja dan Motivasi Kerja berpengaruh secara simultan dan signifikan terhadap kinerja karyawan di PT Indo Porcelain. Hal tersebut dapat dibuktikan dengan tingkat signifikan yang diperoleh dari penelitian ini yaitu  $0,000 < 0,05$  dan Adjusted R-square sebesar 0,719. Dapat diartikan bahwa kontribusi *Work From Home*, Lingkungan Kerja dan Motivasi Kerja adalah 71,9%, sedangkan sisanya 28,1% kinerja karyawan PT PT Indo Porcelain dipengaruhi oleh variabel-variabel lainnya yang tidak diteliti. Secara parsial *work from home* berpengaruh signifikan terhadap kinerja karyawan sebesar 0,033, lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan sebesar 0,030, dan motivasi kerja berpengaruh signifikan terhadap kinerja karyawan sebesar 0,009 .

**Kata Kunci:** *Work From Home*, Lingkungan Kerja, Motivasi Kerja, Kinerja Karyawan

**EFFECT OF WORK FROM HOME, WORK ENVIRONMENT AND WORK  
MOTIVATION ON EMPLOYEE PERFORMANCE OF  
PT INDO PORCELAIN YOGYAKARTA**

**ABSTRACT**

*PT Indo Porcelain is one of the main white porcelain tableware manufacturers in Asia and was acquired by Gunung Sewu in 1979. This study aims to analyze the effect of Work From Home, Work Environment and Work Motivation on Employee Performance. The sample in this study were 57 employees of the marketing department who were affected by Work From Home (WFH). The research instrument used was a questionnaire. The results of the instrument test stated that the data in this study was proven to be valid and reliable. In the Classical Assumption Test, it is stated that the data in this study are normally distributed and produce a regression model that is free from multicollinearity and heteroscedasticity. The results of this study indicate that Work From Home, Work Environment and Work Motivation have a simultaneous and significant effect on employee performance at PT Indo Porcelain. This can be proven by the significant level obtained from this study, namely  $0.000 < 0.05$  and the Adjusted R-square of 0.719. It can be interpreted that the contribution of Work From Home, Work Environment and Work Motivation is 71.9%, while the remaining 28.1% the performance of PT Indo Porcelain employees is influenced by other variables not examined. Partially, work from home has a significant effect on employee performance of 0.033, the work environment has a significant effect on employee performance of 0.030, and work motivation has a significant effect on employee performance of 0.009.*

**Keywords:** *Work From Home, Work Environment, Work Motivation and Employee Performance*