

## ***ABSTRACT***

*This research was conducted to determine the impact of the work from home policy on the performance of the State Civil Service Agency employees Sub-directorate of Procurement of State Civil Apparatus. The purpose of this research is to find and analyze the implementation of work from home policies at the State Civil Service Agency (BKN), how the performance of employees from the State Civil Service Agency (BKN), the magnitude of the influence of work from home policies on the performance of the State Civil Service Agency (BKN).*

*This is a quantitative method with a descriptive research type. Sampling was carried out using a non-probability sampling method with a saturated sampling type, with a total of 33 respondents. The data analysis technique used is descriptive analysis and simple linear regression analysis.*

*The results of the study were based on descriptive analysis of the work from home policy variables and overall performance in the good category. Based on the hypothesis test (*t* test) it was found that the work from home policy variable had a significant effect on the performance of the State Civil Service Agency employees. This is evidenced by having a value of  $t_{count} (9.683) > t_{table} (2.039)$   $t_{count} (9,683) > t_{table} (2,039)$  and a significance level of  $0.000 < 0.05$ . Based on the coefficient of determination, it is found that the effect of work from home (*X*) policy on performance (*Y*) is 75.2%.*

***Keywords: Work from Home Policies, Performance, Human Resource***