

## **ABSTRACT**

*With the emergence of the Covid-19 disease outbreak that disrupted community activities, the government swiftly implemented the PSBB (Large-Scale Social Restrictions) policy which resulted in work, school and other general public activities having to be carried out using the Work From Home method. The existence of a WFH policy can have an impact on the performance of employees who initially worked with the Work From Office system.*

*SMK Telkom Makassar is a vocational school with a practical learning system that will certainly be affected by WFH. The performance of vocational educators at SMK Telkom Makassar is divided into 3 assessment criteria; assessment of the student's perspective, the perspective of fellow teachers and the perspective of the principal. From the results of the recapitulation of teacher performance assessments based on three perspectives, the student's perspective shows lower scores than the other two perspectives. Due to the face-to-face learning constraints that were changed to WFH, students had to adapt to the new learning system.*

*Some of the dimensions of Work From Home (WFH) (Farrell, 2017) which include: Flexible work environment, stress disorders, closeness to family, travel time, health and work balance and creativity & high productivity while the dimensions of teacher performance are pedagogic, personality, social, professional (Mukhtar and MD, 2020) some of these dimensions are used as a comparison between the two variables. The purpose of this study was to determine how the performance of vocational educators at SMK Telkom Makassar, and whether the application of the new work system, namely Work From Home, had a positive or negative effect on the performance of vocational educators.*

*This study uses quantitative research methods using simple linear regression as a data analysis technique. The sample collection technique used the Slovin formula from a total population of 68 people and a sample of 59 people who were used as respondents in data collection through the distribution of online questionnaires.*

*Based on the results of hypothesis testing, it can be seen that the WFH variable has a positive and significant effect on the teacher performance variable. The results of a simple linear regression test, the coefficient value is 0.537 which is positive, so every 1% addition to the proportion of Work From Home, the teacher's performance value will increase by 0.537 or 53.7%. The results of this study are expected to be used as suggestions to schools so that schools can improve the teaching and learning process and develop online learning aids that can help improve teacher performance because of the ease of access to learning.*

***Keywords:*** Covid-19 Pandemic, Work From Home Policy, Teacher Performance