

**PENGARUH *WORK FROM OFFICE*, BEBAN KERJA, DAN LINGKUNGAN  
KERJA TERHADAP PRODUKTIVITAS ASN RUTAN KELAS 1  
LABUHAN DELI**

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**ABSTRAK**

Penelitian ini dilatarbelakangi oleh indikasi rendahnya produktivitas ASN di Rutan Kelas I Labuhan Deli, yang diduga terkait dengan penerapan *Work From Office* (WFO), beban kerja, dan lingkungan kerja. Tujuan penelitian ini adalah untuk menganalisis pengaruh ketiga variabel tersebut terhadap produktivitas ASN baik secara parsial maupun simultan.

Metode penelitian menggunakan pendekatan kuantitatif asosiatif. Populasi berjumlah 130 ASN dengan sampel 98 responden yang ditentukan melalui rumus Slovin dan teknik *purposive sampling*. Pengumpulan data menggunakan kuesioner dengan skala Likert, selanjutnya dianalisis menggunakan uji asumsi klasik, regresi linier berganda (uji t, uji F, dan koefisien determinasi).

Hasil penelitian menunjukkan bahwa secara parsial WFO (t-hitung 2,742; Sig. 0,049), beban kerja (t-hitung 2,707; Sig. 0,008), dan lingkungan kerja (t-hitung 5,374; Sig. 0,000) berpengaruh positif dan signifikan terhadap produktivitas ASN. Lingkungan kerja menjadi variabel paling dominan dengan koefisien regresi 0,536. Secara simultan, ketiga variabel berpengaruh signifikan terhadap produktivitas ASN (F-hitung 96,585; Sig. 0,000) dengan kontribusi sebesar 74,7%, sedangkan sisanya dipengaruhi faktor lain di luar penelitian.

Kesimpulan penelitian ini membuktikan bahwa WFO, beban kerja, dan lingkungan kerja berpengaruh signifikan terhadap produktivitas ASN. Disarankan agar instansi meningkatkan efektivitas sistem kerja di kantor, menerapkan distribusi beban kerja yang proporsional, serta menciptakan lingkungan kerja yang kondusif.

**Kata Kunci:** *Work From Office*, Beban Kerja, Lingkungan Kerja, Produktivitas ASN

***THE INFLUENCE OF WORK FROM OFFICE (WFO), WORKLOAD, AND  
WORK ENVIRONMENT ON ASN PRODUCTIVITY AT LABUHAN DELI  
CLASS I DETENTION CENTER***

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**ABSTRACT**

*This research was motivated by indications of low civil servant productivity at the Labuhan Deli Class I Detention Center, which is suspected to be related to the implementation of Work From Office (WFO), workload, and work environment. The purpose of this study was to analyze the influence of these three variables on civil servant productivity, both partially and simultaneously.*

*The research method used an associative quantitative approach. The population consisted of 130 civil servants, with a sample of 98 respondents determined using the Slovin formula and purposive sampling technique. Data collection used a questionnaire with a Likert scale, then analyzed using the classical assumption test and multiple linear regression (t-test, F-test, and coefficient of determination).*

*The results showed that partially, WFO (t-test 2.742; Sig. 0.049), workload (t-test 2.707; Sig. 0.008), and work environment (t-test 5.374; Sig. 0.000) had a positive and significant effect on civil servant productivity. The work environment was the most dominant variable, with a regression coefficient of 0.536. Simultaneously, all three variables significantly influenced ASN productivity (F-test 96.585; Significant 0.000), contributing 74.7% of the total. The remainder was influenced by factors outside the study.*

*The conclusion of this study demonstrates that WFO, workload, and the work environment significantly influence ASN productivity. It is recommended that agencies improve the effectiveness of their office work systems, implement proportional workload distribution, and create a conducive work environment.*

***Keywords: Work From Office, Workload, Work Environment, ASN Productivity***