

The Impact of Work from Home during Covid-19 Pandemic to Human Capital Organizational Effectiveness in Indonesia Leading Heavy Equipment Company

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The purpose of this study is to discover the impact of Work from Home dimensions to Organizational Effectiveness dimensions and also the perception of superior and subordinates during pandemic Covid-19, using Inferential statistical method and descriptively empirical company data analysis. This study conducted at Human Capital Organization with 100% sampling method (70 population) during pandemic Covid-19, and found that Work from Home has positive correlation with Organizational Effectiveness. The results of this research will be used to create policies that correlate to thousands of workers in organization, that have similar organizational culture, management system and policies. There are 3 variables also support positive correlation, i.e.: Having Children at Home, Internet Home Connection and Mobile Device. Further research can be done using the concept of local wisdom because every nation with specific culture will have different reaction for this phenomenal and the conclusion for this study was useful for the organization to determine the proper policy of working methods during and after pandemic of Covid-19 to achieve organizational effectiveness.

Keywords: work from home, organizational effectiveness, local wisdom