

***FROM OFFICE TO HOME:
LEADERS ADOPTION PROCESS TO TELECOMMUTING.***

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ABSTRAK

Penelitian ini bertujuan untuk menganalisa secara terperinci bagaimana proses pengambilan keputusan adopsi inovasi terhadap *telecommuting* di PT. SINERGI INFORMATIKA SEMEN INDONESIA (SISI) oleh pimpinan (*leader*) serta hubungan faktor internal (*trust, corporate culture, dan leadership style*) dalam pengambilan keputusan. Pendekatan penelitian menggunakan metode kualitatif deskriptif dengan sub metode analisis. Pengumpulan data menggunakan wawancara dan dokumentasi. Data tersebut dianalisis melalui pengumpulan data, reduksi data, validasi, penyajian data dan penarikan kesimpulan. Penelitian ini diangkat dari fenomena yang terjadi akibat adanya kebutuhan karyawan *millennials* yang menuntut akan unsur fleksibilitas dalam pekerjaan yang diimbangi pula perkembangan teknologi informasi dan komunikasi. Lokasi penelitian dilakukan di PT. SINERGI INFORMATIKA SEMEN INDONESIA. Informan dalam penelitian ini adalah *Vice President* PT. SINERGI INFORMATIKA SEMEN INDONESIA. Penelitian ini didukung kerangka teoritis yang bersumber dari buku *Difusi Inovasi* yang ditulis oleh Everett Rogers (*3rd edition*) mengenai model proses keputusan adopsi inovasi. Hasil yang didapatkan dalam penelitian ini adalah terdapat serangkaian proses adopsi inovasi desain program kerja *telecommuting* di PT. SISI dan adanya peran penting sebuah faktor internal (*trust, corporate culture dan leadership style*) dalam pengaplikasiannya serta munculnya 3 faktor baru yang berperan penting pula dalam proses adopsi inovasi yakni *controlling, commitment* dan juga *innovation*.

Kata-kata kunci: *Telecommuting*, adopsi, inovasi, pimpinan (*leader*).

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ABSTRACT

This study aims to analyze in detail how the decision-making process for the adoption of innovation in telecommuting at PT. SINERGI INFORMATIKA SEMEN INDONESIA (SISI) by the leader (leader) and the relationship of internal factors (trust, corporate culture, and leadership style) in decision making. The research approach used descriptive qualitative methods with sub analysis methods. Data collection using interviews and documentation. The data is analyzed through data collection, data reduction, validation, data presentation and concluding. This research is based on a phenomenon that occurs as a result of the need for millennial employees who demand flexibility in work, which is balanced with developments in information and communication technology. The research location was conducted at PT. SINERGI INFORMATIKA SEMEN INDONESIA. The informants in this study were the Vice President of PT. SINERGI INFORMATIKA SEMEN INDONESIA. This research is supported by a theoretical framework sourced from the book Diffusion of Innovations written by Everett Rogers (3rd edition) regarding the innovation adoption decision process model. The results obtained in this study are that there is a series of adoption processes for telecommuting work program design innovations at PT. SISI and the important role of an internal factor (trust, corporate culture and leadership style) in its application and the emergence of 3 new factors that also play an important role in the process of adopting innovation, namely controlling, commitment and also innovation.

Keywords: telecommuting, adoption, innovation, leader.