

ABSTRAK

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Peran *Work Life Balance* dan *Work Stress* dalam Memediasi Pengaruh *Work from home* di Masa Pandemi Covid-19 Terhadap *Job Satisfaction* pada Karyawan di Jakarta

(xv + 120 halaman: 6 gambar; 23 tabel)

Pandemi Covid-19 telah memaksa berbagai negara untuk melaksanakan pembatasan sosial dan penerapan protokol kesehatan. Sebagai akibat dari adanya pembatasan sosial, banyak perusahaan menerapkan kebijakan baru untuk mengizinkan karyawannya bekerja dari rumah. Berbagai kondisi dan situasi dalam pelaksanaan *work from home* berpengaruh baik secara langsung maupun tidak langsung terhadap karyawan, sehingga perlu untuk mengetahui perspektif karyawan dalam pelaksanaan *work from home* terhadap *outcome* yang didapatkan. Tujuan dari penelitian ini yaitu untuk melihat pengaruh *work from home*, *work life balance*, dan *work stress* terhadap *job satisfaction* pada karyawan di Jakarta. Penelitian ini merupakan penelitian kuantitatif dengan jumlah sampel sebanyak 150 sampel yang berkriteria karyawan yang melaksanakan *work from home* dan bekerja di wilayah Jakarta. Data yang terkumpul kemudian diolah menggunakan program SmartPLS. Hasil penelitian yang diperoleh menunjukkan bahwa; 1) Produktivitas *work from home* berpengaruh negatif secara tidak signifikan terhadap *job satisfaction*. 2) Produktivitas *work from home* berpengaruh positif secara signifikan terhadap *work life balance*. 3) Produktivitas *work from home* berpengaruh positif secara signifikan terhadap *work stress*. 4) Produktivitas *work life balance* berpengaruh positif secara signifikan terhadap *job satisfaction*. 5) *Work stress* berpengaruh positif secara tidak signifikan terhadap *job satisfaction*. 6) *Work life balance* memediasi produktivitas *work from home* terhadap *job satisfaction* secara positif dan signifikan. 7) *Work stress* memediasi produktivitas *work from home* terhadap *job satisfaction* secara positif dan tidak signifikan. Penelitian ini berkaitan erat dengan kepuasan kerja karyawan, oleh karena itu penelitian ini dapat dijadikan bahan informasi dan pertimbangan untuk entitas bisnis dan akademik.

Kata kunci: *Work from home*, *work life balance*, *work stress*, *job satisfaction*

Referensi: 55 (2010-2022)

ABSTRACT

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The Role of Work Life Balance and Work Stress in Mediating the Effect of Work from home in the Covid-19 Pandemic Period on Job Satisfaction in Employees in Jakarta

(xv + 120 pages: 6 figures; 23 tables)

The Covid-19 pandemic has forced various countries to implement social restrictions and implement health protocols. As a result of social distancing, many companies have implemented new policies to allow their employees to work from home. Various conditions and situations in the implementation of work from home have a direct or indirect effect on employees, therefore it is necessary to know the perspective of employees in implementing work from home on the outcomes obtained. The purpose of this study is to examine the effect of work from home, work life balance, and work stress on job satisfaction for employees in Jakarta. This research is a quantitative research with a total sample of 150 samples with criteria for employees who carry out work from home and work in the Jakarta area. The collected data is then processed using the SmartPLS program. The results obtained show that 1) Work from home productivity has a negative and insignificant effect on job satisfaction. 2) Work from home productivity has a positive and significant effect on job satisfaction. 3) Work from home productivity has a positive and significant effect on work stress. 4) Work life balance is positively related and has a significant effect on job satisfaction. 5) Work stress has a positive and insignificant effect on job satisfaction. 6) Work-life balance positively and significantly affects work from home productivity and job satisfaction. 7) Work stress positively and not significantly affects work from home productivity and job satisfaction. This research is closely related to employee job satisfaction, therefore this research can be used as information and consideration for business and academic entities.

Key words: Work from home, work life balance, work stress, job satisfaction

References: 55 (2010-2022)