

ABSTRAK

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PENGARUH *WORK FROM HOME*, *WORK ENVIRONMENT* DAN *FOLLOWERSHIP STYLE* TERHADAP *EMPLOYEE PERFORMANCE* DENGAN MEDIASI *WORK MOTIVATION* (STUDI PADA PT XYZ PASCA AKUISISI)

(xv + 119 halaman; 17 tabel; 9 gambar; 10 lampiran)

PT ABC diakuisisi oleh PT XYZ di tahun 2019 dan semua karyawan PT ABC bekerja dibawah organisasi PT XYZ. Tujuan penelitian ini untuk menganalisa pengaruh *Work from Home*, *Work Environment* dan *Followership Style* terhadap *Employee Performance* dengan mediasi *Work Motivation* di PT XYZ pasca akuisisi. Pengujian model penelitian hasil modifikasi dari penelitian terdahulu dilakukan dengan metode survei kuantitatif dengan pendekatan data *cross-sectional*. Data responden diambil secara *purposive sampling* dengan kuesioner dari mantan karyawan PT ABC yang berstatus pegawai tetap dan *office base*. Terdapat 144 sampel yang mengisi kuisioner dan dianalisis dengan PLS-SEM. Hasil penelitian menunjukkan empat dari sepuluh hipotesis terbukti berpengaruh positif dan signifikan yakni *Work Environment* terhadap *Work Motivation*, *Followership Style* terhadap *Employee Performance*, *Followership Style* terhadap *Work Motivation* dan *Work Motivation* terhadap *Employee Performance*, dua hipotesis terbukti berpengaruh positif namun tidak signifikan yaitu *Work from Home* terhadap *Employee Performance* dan *Work Environment* terhadap *Employee Performance*, satu hipotesis yang terbukti berpengaruh negatif dan tidak signifikan yaitu *Work from Home* terhadap *Work Motivation* dan tiga hipotesis lain nya yaitu *Work Motivation* terbukti tidak berperan memediasikan pengaruh *Work from Home* terhadap *Employee Performance*, *Work Motivation* terbukti tidak berperan memediasikan pengaruh *Followership Style* terhadap *Employee Performance*, dan *Work Motivation* terbukti tidak berperan dalam memediasikan pengaruh *Work Environment* terhadap *Employee Performance*.

Referensi : 82 (1985 – 2022)

Kata Kunci : *Work from Home*, *Work Environment*, *Followership Style*, *Work Motivation*, *Employee Performance*.

ABSTRACT

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THE EFFECT OF WORK FROM HOME, WORK ENVIRONMENT AND FOLLOWERSHIP STYLE ON EMPLOYEE PERFORMANCE MEDIATING BY WORK MOTIVATION (STUDY AT PT XYZ POST ACQUISITION)

(xv + 119 pages; 17 tables, 9 figures; 10 appendices)

PT ABC was acquired by PT XYZ in 2019 and all PT ABC employees work under the PT XYZ organization. The purpose of this study was to analyze the effect of Work from Home, Work Environment and Followership Style on Employee Performance by mediating Work Motivation at PT XYZ after the acquisition. Testing of the modified research model from previous study was carried out using a quantitative survey method with a cross-sectional data approach. Respondent data was taken by purposive sampling using questionnaires from former employees of PT ABC with permanent and office base status. There were 144 samples that filled out the questionnaire and were analyzed by PLS-SEM. The results showed that four of the ten hypotheses proved to have a positive and significant effect, namely Work Environment on Work Motivation, Followership Style on Employee Performance, Followership Style on Work Motivation and Work Motivation on Employee Performance. Two hypotheses proved to have a positive effect but not significant, namely Work from Home on Employee Performance and Work Environment on Employee Performance, one hypothesis that is proven to have a negative and insignificant effect, namely Work from Home on Work Motivation and the other three hypotheses, namely Work Motivation is proven to have no role in mediating the effect of Work from Home on Employee Performance, Work Motivation is proven to have no role in mediating the effect of Followership Style on Employee Performance, and Work Motivation is proven to have no role in mediating the effect of the Work Environment on Employee Performance.

References : 82 (1985 – 2022)

Keywords : *Work from Home, Work Environment, Followership Style, Work Motivation, Employee Performance.*