

ABSTRACT

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ANTECEDENTS OF EMPLOYEE ADAPTIVE PERFORMANCE IN PANDEMIC ERA: THE ROLE OF MEDIATION BY TELEWORKING OUTPUT, SENSE OF PURPOSE, AND ORGANIZATIONAL COMMITMENT (A CASE STUDY ON PT XYZ)

(xiv + 107 pages + bibliography + Appendix)

Many businesses are still working on their return-to-office plans. Organizations must grasp what matters in the post-pandemic future of work, and employees must get accustomed to the new normal. This study aims to investigate how perceived e-leadership is linked to employee adaptive performance. Further, it seeks to comprehend whether teleworking output, sense of purpose and organizational commitment have mediating roles. A quantitative survey was conducted in August 2021 during the Covid-19 pandemic. Respondents were obtained from 271 professional-level teleworkers of a leading company in Indonesia. The data was then analyzed using PLS-SEM. Three constructs are proven to directly affect employee adaptive performance: organizational commitment, following by teleworking output, and a sense of purpose. Perceived e-leadership does not directly affect employee adaptive performance, and it shall be mediated through teleworking output, followed by organizational commitment and a sense of purpose. This research gives insights on the importance of employer trust, virtual team building, and intrinsic motivation such as sense of purpose and organizational commitment to boost the employee adaptive performance. This study also provides managerial implications and future recommendations.

Reference: 127 (1926 - 2021)

Keywords: e-leadership, teleworking, sense of purpose, organizational commitment, adaptive employee performance.