

# Pengaruh Stres terhadap Mental Wellbeing Karyawan yang Dimediasi oleh Online Social Support Selama Work From Home Pandemi COVID-19 = Effect of Stress on Mental Wellbeing of Employees mediated by Online Social Support during Work from Home Pandemic COVID-19

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## Abstrak

Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh dari stres terhadap mental wellbeing yang dimediasi oleh online social support pada karyawan milenial yang sedang melakukan work from home selama pandemi COVID-19, sehingga variabel dalam penelitian ini adalah terkait stres, online social support, dan mental wellbeing. Penelitian ini dilakukan terhadap 258 responden yang lahir di antara tahun 1980-2000 (milenial), merupakan karyawan di kantor yang berdomisili di wilayah DKI Jakarta, melakukan work from home minimal selama sebulan, dan menggunakan media sosial online sehari-hari. Penelitian menggunakan Structural Equation Modeling (SEM) dalam mengolah data. Hasil penelitian menunjukkan bahwa terdapat pengaruh dari stres terhadap mental wellbeing dan hasil penelitian menunjukkan bahwa online social support memediasi sebagian pengaruh stres terhadap mental wellbeing. Hal tersebut menunjukkan bahwa selama work from home pandemi COVID-19, mental wellbeing karyawan milenial yang bekerja di kantor yang berdomisili di wilayah DKI Jakarta secara garis besar dijelaskan oleh tingkat stres yang mereka rasakan dan adanya variabel online social support membantu memediasi pengaruh yang diberikan oleh stres terhadap mental wellbeing mereka.

.....This study aims to determine whether thereâs an effect of stress on mental wellbeing mediated by online social support for millennial employees who are working from home during the COVID-19 pandemic, so the variables in this study are stress, online social support, and mental well-being. This research was conducted on 258 respondents who were born between 1980-2000 (millennial), were employees in offices domiciled in the DKI Jakarta area, doing minimal work from home while receiving, and using online social media daily. The sample that used in this study are millennial employees who work in companies domiciled in DKI Jakarta and have done work from home for at least a month within the COVID-19 pandemic. The study uses a Structural Equation Modeling (SEM) in processing the data. The result of this study showed that there was an influence of stress on mental wellbeing and the result showed that online social support partially mediated the influence of stress on mental wellbeing. This shows that during the work from home pandemic COVID-19, mental wellbeing of millennial employees working in offices domiciled in the DKI Jakarta area was largely explained by the level of stress they felt and the presence of online social support variables helped mediate the effects of stress towards their mental wellbeing.