

Analisis Pengaruh Workplace Internet Leisure, Workplace Internet Leisure Policy, Workplace Autonomy Orientation terhadap Employee Productivity yang Dimediasi oleh Employee Satisfaction pada Karyawan Bank di DKI Jakarta = The Effect of Workplace Internet Leisure, Workplace Internet Leisure Policy, and Workplace Autonomy Orientation on Employee Productivity Mediated by Employee Satisfaction of Bankers in DKI Jakarta

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Abstrak

Penggunaan internet telah banyak dimanfaatkan oleh perusahaan, baik untuk sekedar bertukar informasi maupun sebagai sarana pendukung fungsi bisnis. Internet juga kerap digunakan untuk melakukan berbagai keperluan pribadi. Ketika kedua aktivitas tersebut dilakukan secara bersamaan oleh karyawan, maka terjadilah *workplace internet leisure*. Sebagai salah satu sektor yang diandalkan dalam pertumbuhan ekonomi di Indonesia, karyawan pada perusahaan perbankan menjadi perhatian dalam penelitian ini. Penelitian ini berfokus pada pengaruh *workplace internet leisure*, *workplace internet leisure policy*, dan *workplace autonomy orientation* terhadap *employee satisfaction* dan peran mediasinya pada *employee productivity*. Sebanyak 262 karyawan bank di DKI Jakarta berhasil dikumpulkan untuk kemudian dianalisis menggunakan metode *Structural Equation Modeling* (SEM). Hasil penelitian membuktikan adanya pengaruh positif dari *workplace internet leisure*, *workplace internet leisure policy*, dan *workplace autonomy orientation* pada *employee productivity* dengan peran mediasi dari *employee satisfaction*.

The internet has been widely used by companies, both for exchanging information and as a means of supporting business functions. The internet is also often used to do various personal purposes. When both activities are carried out simultaneously by employees, there is an workplace internet leisure. As one of the sectors that drives economic growth in Indonesia, employees in banking companies are the focus of the study. This study also focuses on the effect of the workplace internet leisure, workplace internet leisure policy, and workplace autonomy orientation on employee satisfaction and its mediating role on employee productivity. A total of 262 bank employees in DKI Jakarta were collected and analyzed using the Structural Equation Modeling (SEM) method. The result of the study proves that there is a positive effect of the workplace internet leisure, workplace internet leisure policy, and workplace autonomy orientation on employee productivity with the mediating role of employee satisfaction.