

# Pengaruh remote working pada masa pandemi COVID-19 terhadap employee productivity dan employee satisfaction serta employee intention to continue with hybrid work karyawan sektor keuangan di Indonesia = The effect of remote work during the COVID-19 outbreak on employee productivity, employee satisfaction, and dan employee intention to continue with hybrid work in the financial sector in Indonesia

Rizkia Kartika Putri, author

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## Abstrak

Penelitian ini bertujuan untuk mengkaji pengaruh motivating dan interfering elements of work from home, employee productivity, dan employee satisfaction, terhadap intention to continue with hybrid work pada karyawan sektor keuangan di Indonesia. Penelitian ini dilakukan dengan menggunakan pendekatan kuantitatif, cross-sectional design dan sampel diambil dengan menggunakan metode purposive sampling. Penelitian ini menguji 213 data yang diperoleh dari karyawan sektor keuangan di Indonesia yang pernah dan sedang melakukan sistem kerja jarak jauh. Pengolahan data penelitian ini dilakukan dengan menggunakan metode Structural Equation Modelling (SEM). Hasil analisis menunjukkan bahwa motivating elements of work from home berpengaruh positif signifikan terhadap productivity dan satisfaction, interfering elements of work from home tidak berpengaruh signifikan terhadap productivity dan satisfaction. Kemudian, hasil penelitian ini juga menemukan adanya pengaruh positif signifikan dari employee satisfaction terhadap intention to continue with hybrid work. Namun, tidak menemukan adanya pengaruh yang signifikan pada employee productivity terhadap intention to continue with hybrid work. Penelitian ini memberikan kontribusi praktis berupa saran-saran sebagai bahan pertimbangan manajerial bagi perusahaan untuk merancang kebijakan dan strategi sumber daya manusia selama dan pasca Pandemi Covid-19.

.....interfering elements, employee productivity and employee satisfaction, on the intention to continue with hybrid work in the context of financial sector employees in Indonesia. Align with the research aim, quantitative research procedure with cross sectional design and purposive sampling method were used. This study examined 213 data obtained from financial sector employees in Indonesia who have and are currently implementing remote working system. The data were analyzed using Structural Equation Modeling (SEM) method. The results of this study indicate that there is positive relationship between work from home motivational elements on productivity and satisfaction, there is no significant relationship between work from home disruptive elements on productivity and satisfaction. Then, the results of this study also highlight the significant effect of employee satisfaction on intentions to continue with hybrid work. However, this research also found that there is no significant effect from employee productivity on intentions to continue with hybrid work. This research provides practical contributions in the form of managerial considerations to design HR policies and strategies during and after the Covid-19 pandemic.