

Pengaruh work from home terhadap job satisfaction melalui work life balance: studi pada karyawan generasi Z di Jabodetabek saat pandemi COVID-19 = The effect of work from home on job satisfaction through work life balance: study on generation Z employees in greater Jakarta during the COVID-19 pandemic

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Abstrak

Pandemi COVID-19 memberikan dampak pada berbagai aspek dalam kehidupan. Salah satunya terhadap sistem kerja dalam perusahaan. World Health Organization telah merekomendasikan terhadap seluruh organisasi dan perusahaan untuk menerapkan work from home dalam rangka menghindari penyebaran virus. Generasi Z sebagai angkatan baru dalam dunia kerja harus mengalami masa-masa disruptif, yaitu harus menjalani kegiatan orientasi dunia kerja dalam kondisi work from home. Hal tersebut berpotensi memberikan dampak pada kondisi dari work life balance dan berpotensi memberikan pengaruh pada job satisfaction pegawai. Sehingga dilakukannya penelitian ini bertujuan untuk menjelaskan pengaruh dari work from home terhadap job satisfaction dari pegawai generasi Z di Jabodetabek dengan work life balance sebagai variabel mediasi. Penelitian ini menggunakan pendekatan kuantitatif, jenis penelitian eksplanatif, dan pengambilan data dilakukan dengan menyebarkan kuesioner terhadap 250 pegawai generasi Z di Jabodetabek menggunakan teknik non probability sampling berupa purposive. Hasil penelitian menunjukkan terdapat pengaruh dari work from home terhadap job satisfaction melalui work life balance. Dalam penelitian ini menunjukkan bahwa implementasi work from home memberikan pengaruh positif terhadap work life balance yang mendorong peningkatan job satisfaction pegawai generasi Z di Jabodetabek.

.....The COVID-19 pandemic has had an impact on various aspects of life. One of them is the work system in the company. The World Health Organization has recommended all organizations and companies to implement work from home in order to avoid the spread of the virus. Generation Z as a new generation in the world of work must experience disruptive times, namely having to undergo orientation activities in conditions of work from home. This has the potential to have an impact on the conditions of the work life balance and has the potential to affect employee job satisfaction. So this research was conducted to explain the effect of work from home on job satisfaction of Z generation employees in Greater Jakarta with work life balance as a mediating variable. This research uses a quantitative approach, the type of research is explanatory, and data collection is carried out by distributing questionnaires to 250 Z generation employees in Greater Jakarta using a non-probability sampling technique in the form of purposive. The results showed that there was an effect of work from home on job satisfaction through work life balance. This study shows that the implementation of work from home has a positive influence on work life balance which encourages increased job satisfaction for Z generation employees in Greater Jakarta.