

Pengaruh Telework Dan Social Isolation Terhadap Job Satisfaction Dengan Mediasi Job Stress Dan Work-Life Balance Pada Remote Workers Di Indonesia = Effect Of Telework And Social Isolation On Job Satisfaction With Job Stress And Work Life Balance As Mediators On Remote Workers In Indonesia

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Abstrak

Implementasi telework mengalami percepatan karena pesatnya perkembangan teknologi dan informasi. Selain itu adanya kondisi pandemi COVID-19 juga turut meningkatkan jumlah organisasi yang menerapkan telework. Tetapi ada beberapa masalah implementasi telework yang tersisa dan perlu menjadi perhatian dari perusahaan. Banyak pekerja merasa terisolasi secara sosial dari tempat kerja mereka, yang dapat mempengaruhi peningkatan stres mereka. Selain itu berdasarkan hasil penelitian empiris dan survey yang dilakukan oleh berbagai institusi menyimpulkan perlu juga dipertimbangkan pengaruh telework pada stres kerja, work-life balance, dan job satisfaction. Studi ini menyelidiki bagaimana telework dan isolasi sosial mempengaruhi kepuasan kerja dengan efek mediasi stres kerja dan keseimbangan kehidupan kerja di Indonesia. Penelitian ini dilakukan dengan menggunakan kuesioner berbasis daring. Analisis model dilakukan dengan menggunakan Structural Equation Modelling (SEM) terhadap 280 orang responden. Hasil penelitian menunjukkan bahwa implementasi telework berpengaruh positif terhadap job satisfaction. Telework terbukti berdampak positif terhadap work-life balance dan menurunkan job stress. Namun social isolation yang dirasakan karyawan memberikan dampak negatif terhadap job satisfaction. Penelitian ini membuktikan bahwa work-life balance dapat memediasi hubungan antara telework dan job satisfaction. Dari penelitian ini dapat disimpulkan bahwa implementasi telework yang memberikan otonomi dan fleksibilitas dapat berimplikasi positif terhadap job satisfaction.

.....The implementation of telework has accelerated due to advances in technology and COVID-19 which has changed the way people live for years. But there are some lingering problems with telework need to be addressed. Many workers feel socially isolated from their workplace, which may affect their stress increment. There are also mixed results of the effects of telework on work stress, work-life balance, and job satisfaction from previous studies. This study investigates how telework and social isolation affect job satisfaction with mediating effects of work stress and work-life balance in Indonesia. This research was conducted with 280 remote workers as participants. The hypotheses were then tested with Structural Equation Modelling using LISREL 8.8 for windows. This research finds that telework has a positive and significant effect on job satisfaction. Telework has been proven to have a positive impact on work-life balance and reduce work stress. However, the social isolation felt by employees has a negative impact on job satisfaction. This study proves that work-life balance can mediate the relationship between telework and job satisfaction. From this study, it can be concluded that the implementation of telework which provides autonomy and flexibility can have a positive impact on employee job satisfaction.