

# Pengaruh Technostress, Perceived Organizational Support (POS), Total Reward Systems (TRS), Dan Work-Life Balance (WLB) Terhadap Job Performance Dimediasi Employee Wellbeing Studi Pada Karyawan BUMN = The Influence of Technostress, Perceived Organizational Support (POS), Total Reward Systems (TRS), and Work-Life Balance (WLB) on Job Performance Mediated by Employee Wellbeing Studies of State-Owned Enterprise Employee

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## Abstrak

Badan Usaha Milik Negara (BUMN) berperan penting dalam memastikan stabilitas dan pengendalian perekonomian Indonesia, terutama sebelum dan sesudah pandemi COVID-19. Pandemi COVID-19 telah mempercepat digitalisasi kegiatan sektor publik dan swasta di Indonesia dan negara lain. Untuk beradaptasi dengan percepatan digitalisasi akibat pandemi, BUMN harus terus tumbuh dan berkembang untuk mencapai target dan tujuannya. Penelitian ini bertujuan untuk mengetahui pengaruh Technostress, Perceived Organizational Support (POS), Total Reward Systems (TRS), dan Work-Life Balance (WLB) terhadap Job Performance, dimediasi oleh Employee Wellbeing (studi pada karyawan BUMN). Pendekatan kuantitatif menggunakan Structural Equation Modeling (SEM) dengan jumlah sampel 263 responden. Hasil penelitian menunjukkan bahwa Employee Wellbeing sepenuhnya memediasi hubungan antara variabel yang diteliti dan Job Performance. Penelitian ini memberikan wawasan berharga bagi perusahaan dalam memahami faktor-faktor yang mempengaruhi Employee Wellbeing dan kinerja pekerjaan, menyoroti Perceived Organizational Support yang dirasakan sebagai pendorong utama dengan dimediasi Employee Wellbeing. Temuan ini menekankan pentingnya melibatkan semua generasi secara efektif, terutama Generasi Y dan Generasi Z, di dalam BUMN untuk mengoptimalkan kinerja dan mencapai kesuksesan organisasi.

.....State-Owned Enterprises (SOEs) play a crucial role in ensuring stability and control in Indonesia's economy, especially before and after the COVID-19 pandemic. The COVID-19 pandemic has accelerated the digitization of public and private sector activities in Indonesia and other countries. To adapt to the accelerated digitization caused by the pandemic, SOEs must continue to grow and develop to achieve their targets and goals. This study aims to investigate the impact of Technostress, Perceived Organizational Support (POS), Total Reward Systems (TRS), and Work-Life Balance (WLB) on Job Performance, mediated by employee well-being (studies of SOEs employee). A quantitative approach using Structural Equation Modeling (SEM) was employed with a sample size of 263 respondents. The results show that employee well-being fully mediates the relationship between the variables studied and Job Performance. This research provides valuable insights for companies in understanding the factors that affect employee well-being and Job Performance, highlighting the role of Perceived Organizational Support as a key driver through its impact on employee well-being. The findings emphasize the significance of effectively engaging all generations, particularly Generation Y and Generation Z, within SOEs to optimize Job Performance and achieve organizational success.