

# Pengaruh Job Autonomy dan Workplace Social Isolation terhadap Job Performance melalui Peran Mediasi Work Engagement pada Karyawan yang Bekerja dari Rumah = The Relationship between Job Autonomy and Workplace Social Isolation on Job Performance through the Mediating Role of Work Engagement in Employees Work from Home

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## Abstrak

Teleworker dalam menyelesaikan pekerjaannya mengalami beberapa tantangan dengan karakteristik dan kondisi kerja yang kompleks. Terlebih di masa pandemi diprediksi dapat mempengaruhi kenaikan maupun penurunan kinerja karyawan secara signifikan. Penelitian ini bertujuan untuk mengeksplorasi hubungan job autonomy dan workplace social isolation terhadap job performance melalui work engagement. Analisis data dilakukan dengan Structural Equation Modelling (SEM). Data yang layak digunakan sejumlah 503 responden. Penelitian ini berfokus pada pengaruh faktor-faktor kondisi kerja yakni job autonomy dan workplace social isolation terhadap job performance melalui work engagement. Hasil analisis model penelitian ini memperlihatkan adanya peran mediasi sebagian pada variabel job autonomy dan juga pada variabel workplace social isolation. Dimana keleluasaan sistem kerja dapat meningkatkan keterkaitan karyawan saat bekerja maupun hasil dari proses selama bekerja. Sedangkan minimnya interaksi karyawan bisa mempengaruhi turunnya keterkaitan karyawan saat bekerja maupun hasil dari proses selama bekerja. Penelitian ini menyoroti pentingnya pengelolaan dari organisasi mengenai kondisi karyawan khususnya karyawan yang bekerja dari rumah.

.....Teleworkers to complete their work experience have several challenges with complex job characteristics and working conditions. Especially in a pandemic situation, that is predicted to be affecting increase or decrease employee performance significantly. This research aims to explore the relationship of job autonomy and workplace social isolation to job performance through work engagement. Data analyzed using structural equation modeling (SEM), research generated several results from 503 respondents collected. This study focused on the relationship between working condition factors, namely job autonomy and workplace social isolation on job performance through work engagement. The results of the analysis showed work engagement has a partial mediation in job autonomy and also in workplace social isolation. Furthermore, job autonomy increased work engagement and job autonomy, whereas workplace social isolation can reduce work engagement and job performance. This research highlights the importance of managing the organization regarding employee conditions especially teleworkers.