

Pengaruh Long-Distance Leadership Terhadap Kinerja Karyawan Melalui Psychological Capital Dan Technostress Sebagai Variabel Moderasi (Studi Pada Karyawan Yang Melaksanakan Work From Home di Jakarta Pada Masa Pandemi Covid-19) = The Influence of Long-Distance Leadership on Employee Performance Through Psychological Capital and Technostress as Moderating Variable (Study on Employees Who Work From Home in Jakarta During the Covid-19 Pandemic)

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Abstrak

Penelitian ini membahas pengaruh yang ditimbulkan oleh gaya kepemimpinan jarak jauh terhadap kinerja karyawan melalui psychological capital dan technostress sebagai variabel moderator pada karyawan di Jakarta yang sedang melaksanakan skema kerja work from home pada masa pandemi Covid-19. Penelitian ini menggunakan pendekatan kuantitatif dengan menyebarkan survei daring dalam penarikan datanya. Jumlah responden yang didapat sebanyak 201 karyawan. Dalam penganalisaan data, penelitian ini menggunakan uji kolerasi dan teknik multiple hierarchical regression melalui software SPSS. Hasil penelitian menunjukkan bahwa long distance leadership memiliki pengaruh terhadap kinerja karyawan, technostress, serta psychological capital. Kemudian, kinerja karyawan juga dipengaruhi oleh technostress dan psychological capital. Hasil juga menjelaskan bahwa technostress tidak memiliki pengaruh moderasi kepada hubungan long distance leadership terhadap kinerja karyawan, akan tetapi psychological capital memediasi hubungan antara long distance leadership terhadap kinerja karyawan.

.....This study discusses the influence of long distance leadership on employee performance through psychological capital and technostress as a moderator variable on employees in Jakarta who are implementing work from home schemes during the Covid-19 pandemic. This study uses a quantitative approach by distributing online surveys to collect data. The number of respondents obtained as many as 201 employees. In analyzing the data, this research uses correlation test and multiple hierarchical regression technique through SPSS software. The results show that long distance leadership has an influence on employee performance, technostress, and psychological capital. Then, employee performance is also influenced by technostress and psychological capital. The results also explain that technostress does not have a moderating effect on the relationship between long distance leadership and employee performance, but psychological capital mediates the relationship between long distance leadership and employee performance.