

Peran Kepuasan Kerja Sebagai Mediator Antara Pengaturan Kerja Dan Cognitive Work-To-Home Spillover, Dan Kinerja Selama Telecommuting Di Pandemi COVID-19 = The role Of Job Satisfaction As A Mediator Between Flexible Working Arrangements And Cognitive Work To Home Spillover Towards Job Performance During The Telecommuting In COVID-19 Pndemic

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Abstrak

Transisi dari bekerja dari kantor ke telecommuting atau WFH selama pandemi COVID-19 memiliki dampak yang unik bagi pekerja, antara lain bagaimana pekerja memanfaatkan pengaturan kerja, work-to-home spill over, dan perbedaan tingkat kepuasan yang berdampak pada Kinerja. Penelitian ini bertujuan untuk mengetahui apakah kepuasan kerja memediasi hubungan antara pengaturan kerja yang fleksibel dan pengaruh cognitive work-to-home terhadap Kinerja. Peserta terdiri dari pekerja organisasi yang melakukan pengaturan kerja fleksibel dan telecommuting (N = 250). Hasil penelitian menunjukkan bahwa kepuasan kerja secara signifikan memediasi hubungan antara pengaturan kerja yang fleksibel, limpahan kognitif kerja-ke-rumah dan kinerja dalam pengaturan telecommuting. Hasil penelitian ini memberikan referensi bagi perusahaan dan manajemen SDM mengenai pentingnya mendorong faktor internal dan eksternal bagi individu untuk mencapai kinerja yang efektif dalam pengaturan telecommuting, terutama di masa pandemi ini.

.....The transition from working from the office to telecommuting or WFH during the COVID-19 pandemic has a unique impact on workers, including how workers utilize work arrangements, the work-to-home spill over, and differences in satisfaction levels that have an impact on performance. This study aims to determine whether job satisfaction mediates the relationship between flexible work arrangements and cognitive work-to-home spillover on performance. Participants consisted of organizational workers performing flexible work arrangements and telecommuting (N = 250). The results showed that job satisfaction significantly mediates the relationship between flexible work arrangements, cognitive work-to-home spillover and performance in telecommuting settings. The results provide a reference for companies and HR management regarding the importance of encouraging internal and external factors for individuals to achieve effective performance in telecommuting settings, especially during this pandemic.