

Dampak Tren Working From Home dan Distance Learning Terhadap Kinerja Karyawan yang Menjalani Bekerja Sambil Kuliah di Indonesia = The Impact of Working From Home and Distance Learning Trends on The Performance of Employees who Work while Studying in Indonesia

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Abstrak

Latar belakang permasalahan adalah mengenai dampak tren working from home (WFH), yang diterapkan oleh banyak perusahaan di Indonesia sejak pandemi COVID-19 merebak, dan distance learning terhadap kinerja karyawan yang menjalani bekerja sambil kuliah. Bertitik tolak dari permasalahan tersebut, penelitian ini bertujuan untuk menganalisis dampak WFH dan distance learning terhadap kinerja karyawan secara langsung maupun dimediasi oleh motivasi kerja, kepuasan kerja, dan work life balance. Pendekatan penelitian adalah kuantitatif. Populasi penelitian adalah mahasiswa yang menjalani bekerja sambil kuliah pada program pasca sarjana FEB Universitas Indonesia, dan telah memiliki masa kerja lebih dari enam bulan baik karyawan tetap maupun kontrak. Teknik pengumpulan data melalui survei, dengan instrumen penelitian berupa kuesioner. Teknik pengambilan sampel adalah proportionate stratified random sampling. Teknik analisis yang digunakan adalah analisis deskriptif, analisis linear berganda, dan analisis jalur. Hasil penelitian menunjukkan bahwa pengaruh yang terbukti positif dan signifikan adalah WHF secara parsial terhadap kinerja karyawan, work life balance, dan work motivation; pengaruh distance learning terhadap kinerja karyawan, job satisfaction, dan work life balance; pengaruh work motivation terhadap kinerja karyawan. Adapun hipotesis analisis jalur yang terbukti adalah work motivation memediasi pengaruh WFH terhadap kinerja karyawan.

.....The background to the problem is regarding the impact of the working from home (WFH) trend, which has been implemented by many companies in Indonesia since the COVID-19 pandemic broke out, and distance learning on the performance of employees who are working while studying. Starting from these problems, this study aims to analyze the impact of WFH and distance learning on employee performance directly or mediated by work motivation, job satisfaction, and work life balance. The research approach is quantitative. The study population was students who worked while studying at the FEB University of Indonesia postgraduate program, and had worked for more than six months, both permanent and contract employees. Data collection techniques through surveys, with research instruments in the form of questionnaires. The sampling technique is proportionate stratified random sampling. The analysis technique used is descriptive analysis, multiple linear analysis, and path analysis. The results of the study show that the partially positive and significant influence is WHF on Employee Performance, Work Life Balance, and Work Motivation; then the effect of Distance Learning on Employee Performance, Job Satisfaction, and Work Life Balance; then the influence of Work Motivation on Employee Performance. The path analysis hypothesis that is proven is that Work Motivation mediates the effect of WFH on employee performance.