

Analisis Pengaruh Work from Home Terhadap Work-Life Conflict, Dimediasi oleh Employee Well-Being dan Time Pressure = The Mediating Effect of Employee Well-Being and Time Pressure on The Relationship Between Work from Home and Work Life Conflict

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Abstrak

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh Work from Home pada Work Life Conflict, dengan employee well-being dan time pressure sebagai mediator pada karyawan swasta di Jabodetabek. Data terkumpul dari 270 karyawan swasta di Jabodetabek melalui survei daring. Structural Equation Modeling (SEM) digunakan untuk memeriksa kecocokan keseluruhan model dan menguji kausalitas antar konstruk. Temuan menunjukkan bahwa Work from Home berpengaruh negatif dan signifikan terhadap Work Life Conflict secara langsung. Lebih lanjut, hasil penelitian menunjukkan pengaruh work from home terhadap work-life conflict dimediasi parsial oleh employee well-being dan time pressure. Dengan menggunakan hasil penelitian ini, praktisi diharapkan dapat menyoroti apakah perusahaan memiliki kebutuhan untuk mengembangkan kebijakan atau program tertentu terkait praktik work from home untuk mengurangi work-life conflict pada karyawan.

.....The purpose of this paper is to investigate the effect of work from home on work-life conflict, with employee well-being and time pressure as mediators on private sector employees in Jakarta Metropolitan Area. Data was collected from 270 non-essential private sector employees through an online survey. Structural Equation Modelling (SEM) was used to analyse the data. The findings show that work from home has a direct and significant negative effect on work-life conflict. Moreover, the results showed that the effect of work from home on work-life conflict was partially mediated by employee well-being and time pressure. This study highlights whether companies have the need to develop certain policies or programs related to the practice of work from home on private sector employees in Jakarta Metropolitan Area.