

ABSTRAK

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PENGARUH KEBIJAKAN WORK FROM HOME TERHADAP KINERJA KARYAWAN DENGAN EMPLOYEE ENGAGEMENT SEBAGAI VARIABEL INTERVENING PADA MASA PANDEMI COVID-19 (STUDI KASUS PERUSAHAAN SWASTA DI JAKARTA PUSAT)

Tesis x.107 Halaman

Tidak semua pekerjaan dapat dilakukan dan dikoordinasikan secara online. Untuk beberapa perusahaan/lembaga yang memiliki proses bisnis di lapangan, perlu melakukan modifikasi dan inovasi yang tepat. Penelitian ini bertujuan untuk menganalisis implementasi Work from home bagaimana pengaruhnya terhadap Dimensi Ekonomi, Dimensi Lingkungan, Dimensi Sosial, Kinerja karyawan dari sudut pandang Pekerja dan variabel intervening yaitu Employee engagement. Metode penelitian kuantitatif. Teknik pengumpulan data dengan kuisioner. Sampel penelitiannya 100 karyawan di wilayah Jakarta Pusat yang dilakukan pada bulan Pebruari 2022. Analisis data yang digunakan *Smart Partial Least Square (PLS)*. Hasil analisis menunjukkan Kebijakan Work From Home dari Dimensi Lingkungan-Teknologi berpengaruh positif terhadap Employee Engagement. Kebijakan Work From Home dari Dimensi Lingkungan-Teknologi berpengaruh positif terhadap kinerja karyawan. Kebijakan Work From Home dari Dimensi Ekonomi Manajemen berpengaruh positif terhadap Employee Engagement. Kebijakan Work From Home dari Dimensi Ekonomi Manajemen tidak berpengaruh terhadap kinerja karyawan. Kebijakan Work From Home dari Dimensi Sosial tidak berpengaruh terhadap Employee Engagement. Kebijakan Work From Home dari Dimensi sosial tidak berpengaruh terhadap kinerja karyawan. Employee engagement berpengaruh positif terhadap kinerja karyawan. Terjadi efek tidak langsung Pengaruh Work From Home dari Dimensi lingkungan-teknologi terhadap kinerja karyawan melalui employee Engagement. Terjadi efek tidak langsung Pengaruh Work From Home dari Dimensi Ekonomi-Manajemen terhadap kinerja karyawan melalui employee Engagement. Tidak terjadi efek tidak langsung Pengaruh Work From Home dari Dimensi Sosial terhadap kinerja karyawan dengan employee Engagement. Implikasi manajerial dalam penelitian ini diharapkan dapat menambah khasanah ilmu serta cakrawala pandang bagi pengembangan karir dan kinerja terus bisa bersaing dan bekerja dengan baik di suatu perusahaan.

Kata Kunci: Kebijakan Work From Home, Kinerja, Employee Engagement

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Not all work can be done and coordinated online. For some companies / institutions that have business processes in the field, it is necessary to make appropriate modifications and innovations. This study aims to analyze the implementation of Work from home how it affects the Economic Dimension, Environmental Dimension, Social Dimension, Employee Performance from the Worker's point of view and intervening variables, namely Employee engagement. Quantitative research methods. Data collection techniques with questionnaires. The research sample was 100 employees in the Central Jakarta area which was conducted in February 2022. Data analysis used Smart Partial Least Square (PLS). The results of the analysis show that the Work From Home Policy from the Environmental-Technology Dimension has a positive effect on Employee Angagement. The Work From Home policy from the Environmental-Technology Dimension has a positive effect on employee performance. The Work From Home policy from the Economic Dimension of Management has a positive effect on Employee Angagement. The Work From Home policy from the Economic Dimension of Management has no effect on employee performance. The Work From Home policy from the Social Dimension has no effect on Employee Angagement. The Work From Home policy from the social dimension has no effect on employee performance. Employee engagement has a positive effect on employee performance. There is an indirect effect of the influence of Work From Home from the environmental-technological dimension on employee performance through employee Angagement. There is an indirect effect of the Effect of Work From Home from the Economic-Management Dimension on employee performance through employee Angagement. There is no indirect effect of the Influence of Work From Home from the Social Dimension on employee performance with employee Angagement. Managerial implications in this study are expected to add to the characteristics of knowledge and horizons of view for career development and performance that can continue to compete and work well in a company.

Keywords: *Work From Home Policy, Performance, Employee Engagement*