

ABSTRAK

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Pengaruh *Work From Home* Dan *Work Life Balance* Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening (Studi Kasus Pada Karyawan Di DKI Jakarta) Serta Tinjauannya Dari Perspektif Islam

Uraian Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *work from home*, *work life balance* terhadap kinerja karyawan serta peran mediasi kepuasan kerja pada karyawan di DKI Jakarta serta tinjauannya dari Sudut Pandang Islam. Sampel dalam penelitian ini adalah 100 responden yang pernah atau sedang bekerja secara *work from home* di DKI Jakarta. Teknik pengambilan sampel yang digunakan adalah purposive sampling. Data dikumpulkan dengan metode survey dengan instrumen kuesioner. Metode analisis data yang digunakan yaitu analisis *Partial Least Square* (PLS). Hasil penelitian menunjukkan bahwa (1) *work from home* berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan (2) *work from home* berpengaruh positif dan signifikan terhadap kinerja karyawan (3) *work life balance* berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan (4) *work life balance* berpengaruh positif dan signifikan terhadap kinerja karyawan (5) kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan (6) kepuasan kerja dapat memediasi pengaruh *work from home* terhadap kinerja karyawan (7) kepuasan kerja dapat memediasi pengaruh *work life balance* terhadap kinerja karyawan. Dalam sudut pandang Islam, *work from home* diperbolehkan dan Islam mendukung prinsip *work life balance*. Dampak positif dari implementasi kebijakan *work from home* serta menerapkan *work life balance* pada karyawan di DKI Jakarta yaitu karyawan mengalami peningkatan kinerja. Faktor yang menjadi keberhasilan implementasi kebijakan *work from home* dan *work life balance* yaitu lingkungan atau ruang bekerja yang fleksibel dan keseimbangan waktu antara pekerjaan serta kehidupan pribadi karyawan.

Kata kunci: *Work From Home*, *Work Life Balance*, Kepuasan Kerja, Kinerja Karyawan, Islam.

ABSTRACT

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The Effect of Work From Home and Work Life Balance on Employee Performance with Job Satisfaction as an Intervening Variable (Case Study on Employees in DKI Jakarta) and Its Review From an Islamic Perspective

Abstract Description

This study aims to determine the influence of work from home, work-life balance on employee performance and the role of job satisfaction mediation in employees in DKI Jakarta and its review from an Islamic Point of View. The sample in this study was 100 respondents who had been or were working from home in DKI Jakarta. The sampling technique used is purposive sampling. Data were collected by survey method with questionnaire instruments. The data analysis method used is Partial Least Square (PLS) analysis. The results showed that (1) work from home has a positive and significant effect on employee job satisfaction (2) work from home has a positive and significant effect on employee performance (3) work-life balance has a positive and significant effect on employee job satisfaction (4) work-life balance positive and significant effect on employee performance (5) job satisfaction has a positive and significant effect on employee performance (6) job satisfaction can mediate the effect of work from home on employee performance (7) job satisfaction can mediate the effect of work-life balance on employee performance. From an Islamic point of view, work from home is allowed and Islam supports the principle of work- life balance. The positive impact of implementing the work from home policy and implementing work-life balance on employees in DKI Jakarta is that employees experience an increase in performance. Factors that are the success of the implementation of the work from home and work-life balance policies are a flexible work environment or space and a balance of time between work and personal lives of employees.

Keywords: Work From Home, Work Life Balance, Job Satisfaction, Employee Performance, Islam.