

## ABSTRAK

Pandemi Covid-19 telah merubah bagaimana cara masyarakat hidup dan bekerja, serta bagaimana organisasi menjalankan aktivitasnya secara *work from home*. Tujuan dari penelitian ini untuk mengkonfirmasi dan membuktikan secara empiris terkait model *work from home* dan pengaruhnya terhadap *work life balance*, *job burnout* dan *employee happiness*. Populasi dalam penelitian ini adalah karyawan *startup* yang menjalani *work from home* di masa pandemi. Sampel sejumlah 65 karyawan didapatkan dari teknik *incidental sampling* yang menyertakan kriteria khusus untuk menyaring partisipan. Data didapatkan dari kuisioner yang kemudian diolah dengan pendekatan kuantitatif melalui analisis SEM PLS yang memanfaatkan aplikasi Smart-PLS. Studi ini menunjukkan bahwa *work from home* berpengaruh positif signifikan terhadap *work life balance* dengan kontribusi sebesar tiga puluh tujuh koma satu persen dan berpengaruh signifikan negatif terhadap *job burnout* dengan kontribusi sebesar tiga puluh delapan koma enam persen. *Employee happiness* dipengaruhi secara positif oleh *work from home* dan *work life balance*, namun tidak dipengaruhi oleh *job burnout*. Pada pengujian pengaruh tidak langsung, *work life balance* dan *job burnout* tidak mampu memediasi pengaruh *work from home* terhadap *employee happiness*.

**Kata kunci:** *Work from home, Work-Life Balance, Job Burnout, Employee Happiness, Covid-19, Startup*

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## ABSTRACT

*The Covid-19 pandemic has changed the way people live and work, as well as how organizations carry out their activities by work from home. The purpose of this study are to confirm and empirically prove the work from home model and its effect on work life balance, job burnout and employee happiness. The population in this study are startup employees who work from home during the pandemic era. A sample of 65 employees was obtained from the incidental sampling technique which included specific criteria for screening participants. Data collected from questionnaires which processed using a quantitative approach through SEM PLS analysis with help of Smart-PLS application. This study shows that work from home has a significant positive effect on work life balance with a contribution of thirty seven point one percent and a significant negative effect on job burnout with a contribution of thirty-eight point six percent. Employee happiness is positively influenced by work from home and work life balance, but isn't affected by job burnout. In the testing of indirect effect, work life balance and job burnout are not able to mediate the effect of work from home on employee happiness.*

**Keywords:** *Work from home, Work-Life Balance, Job Burnout, Employee Happiness, Covid-19, Startup*



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