

ABSTRACT

The research was conducted to analyze the influence of work from home dan work-life balance on job satisfaction with the moderating role of the work environment. This research utilized a questionnaire as the research instrument with a sample of 205 respondents who were employees working from home in the Greater Jakarta Area. The data analysis was performed using Structural Equation Modeling (SEM) with the Smart PLS 3 application. The findings of the study indicated that work from home, work-life balance, dan the work environment significantly influenced job satisfaction. The work environment was found to moderate the relationship between work from home dan job satisfaction, while it did not moderate the relationship between work-life balance dan job satisfaction. Based on these results, it is recommended for companies to establish specific work-from-home schedules to enhance motivation for timely task completion. Employees are advised to prioritize important tasks dan delay less urgent ones. It is also suggested to engage in activities outside of working hours dan avoid procrastination, particularly with regard to important assignments. Upgrading work-from-home equipment such as laptops/PCs, strengthening internet connections for stability, dan updating office work tools are important steps. Additionally, companies should implement a code of conduct for both supervisors dan employees to maintain good relationships dan create a comfortable work environment that enhances job satisfaction.

Keywords: work from home, work-life balance, work environment, job satisfaction.



UNIVERSITAS
MERCU BUANA

ABSTRAK

Penelitian dilakukan untuk menganalisis pengaruh *work from home* dan *work-life balance* terhadap kepuasan kerja dengan peran moderasi lingkungan kerja. Metode penelitian ini menggunakan kuesioner dengan sampel penelitian sebanyak 205 responden karyawan yang bekerja di rumah di wilayah jabodetabek. Analisis data dilakukan dengan *Structural Equation Modelling* (SEM) menggunakan aplikasi Smart PLS 3. Hasil penelitian menunjukkan bahwa *work from home*, *work life-balance*, dan lingkungan kerja berpengaruh terhadap kepuasan kerja. Peran lingkungan kerja dapat memoderasi pengaruh *work from home* terhadap kepuasan kerja, namun lingkungan kerja tidak dapat memoderasi pengaruh *work-life balance* terhadap kepuasan kerja. Saran pada penelitian ini agar perusahaan buat jadwal khusus WFH untuk tingkatkan motivasi menyelesaikan pekerjaan tepat waktu. Karyawan disarankan untuk menyelesaikan tugas penting terlebih dahulu, tunda yang lain. Agar bisa melakukan kegiatan di luar jam kerja dan hindari penundaan, terutama pekerjaan penting. Upgrade peralatan kerja WFH seperti laptop/PC, perkuat koneksi internet agar stabil, dan perbarui alat kerja kantor. Perusahaan perlu menerapkan kode etik kepada atasan dan karyawan untuk menjaga hubungan baik dan ciptakan suasana kerja nyaman yang meningkatkan kepuasan kerja.

Kata kunci : *work from home*, *work-life balance*, lingkungan kerja, dan kepuasan kerja.

