

INTISARI

Riset ini bertujuan untuk menguji pengaruh disiplin kerja terhadap kinerja pegawai, pengaruh kepuasan kerja terhadap kinerja pegawai, moderasi *work from home* pada hubungan disiplin kerja terhadap kinerja pegawai, dan moderasi *work from home* pada hubungan disiplin kerja terhadap kinerja pegawai. Riset ini menggunakan pendekatan kuantitatif dengan metode survei. Metode survei dilakukan dengan penyebaran kuesioner secara langsung. Sampel riset memperoleh 75 responden ditentukan melalui teknik sampel jenuh. Teknik analisis data dan uji hipotesis riset menggunakan regresi linier berganda, dan moderated regression analysis.

Hasil riset menunjukkan bahwa disiplin kerja berpengaruh positif terhadap kinerja pegawai, kepuasan kerja berpengaruh positif terhadap kinerja pegawai, Disiplin kerja yang dimoderasi *work from home* memiliki pengaruh positif terhadap kinerja pegawai, dan kepuasan kerja yang dimoderasi *work from home* memiliki pengaruh negatif terhadap kinerja pegawai.

Kata kunci: disiplin kerja, kepuasan kerja, *work from home*, kinerja pegawai.

ABSTRACT

This study aims to examine the effect of work discipline on employee performance, the effect of job satisfaction on employee performance, moderating work from home on the relationship between work discipline and employee performance, and moderating work from home on the relationship between work discipline and employee performance. This study uses a quantitative approach with a survey method. The survey method was carried out by distributing questionnaires directly. The research sample obtained 75 respondents determined through the saturated sample technique. Data analysis techniques and research hypothesis testing using multiple linear regression, and moderated regression analysis.

The results of research showed that work discipline had a positive effect on employee performance, job satisfaction had a positive effect on employee performance, work discipline moderated work from home had a positive effect on employee performance, and work satisfaction moderated work from home had a negative effect on employee performance.

Keywords: work discipline, job satisfaction, work from home, employee performance