

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh pengaturan kerja *teleworking* terhadap kepuasan kerja karyawan, serta melihat apakah adanya hubungan pemediasi *perceived autonomy*. Penelitian ini dilakukan pada 115 responden yaitu karyawan bank di area kota Yogyakarta dan sekitarnya dengan menggunakan metode kuantitatif yaitu kuesioner secara daring. Pengujian dalam penelitian ini menggunakan uji regresi sederhana dan analisis jalur sesuai dengan uji yang dikembangkan oleh Baron dan Kenny (1986). Hasil dari penelitian ini menunjukkan bahwa pengaturan kerja *teleworking* memberikan pengaruh positif dan signifikan terhadap kepuasan kerja karyawan. Kemudian *perceived autonomy* ditemukan mampu memediasi secara parsial hubungan antara pengaturan kerja *teleworking* dan kepuasan kerja karyawan.

Kata Kunci: *Teleworking*, Kepuasan kerja karyawan, *Perceived autonomy*

ABSTRACT

The purpose of the study was to examine the relationship between teleworking arrangement on employee job satisfaction, also the variable perceived autonomy was investigated as mediator's variable. This study was conducted on 115 respondents of bank employee in Yogyakarta and surrounding areas using a quantitative method, which utilized an online questionnaire survey. The testing of the study using simple regression analysis and path analysis according to Baron and Kenny (1986). The result of study showed that teleworking work arrangement had a positive significant relationship with employee job satisfaction. Furthermore, perceived autonomy also mediated partially the relationship between teleworking work arrangement and employee job satisfaction.

Keywords: *Teleworking, Employee Job Satisfaction, Perceived Autonomy*