

ABSTRAK

**PENGARUH QUALITY OF WORK LIFE, REMUNERASI DAN DISIPLIN KERJA
PADA KINERJA KARYAWAN DI MASA WORK FROM HOME DENGAN
SEMANGAT KERJA SEBAGAI VARIABEL MEDIASI
Studi pada guru-guru di SMK Santa Mathilda Maumere**

Penelitian ini bertujuan untuk mengetahui (1) pengaruh secara langsung *quality of work life* pada kinerja karyawan di masa *work from home*; (2) pengaruh secara langsung remunerasi pada kinerja karyawan di masa *work from home*; (3) pengaruh secara langsung disiplin kerja pada kinerja karyawan di masa *work from home*; (4) pengaruh *quality of work life* pada kinerja karyawan di masa *work from home* dengan semangat kerja sebagai variabel mediasi; (5) pengaruh remunerasi pada kinerja karyawan di masa *work from home* dengan semangat kerja sebagai variabel mediasi, dan; (6) pengaruh disiplin kerja pada kinerja karyawan di masa *work from home* dengan semangat kerja sebagai variabel mediasi. Populasi dalam penelitian ini adalah seluruh guru-guru di SMK Santa Mathilda Maumere. Pengambilan sampel dengan menggunakan teknik sampling jenuh. Pengumpulan data dilakukan dengan menggunakan kuesioner. Teknik analisis data menggunakan SEM-PLS dengan bantuan *software* Smart PLS 3.0. Hasil penelitian menunjukkan bahwa (1) *quality of work life* secara langsung berpengaruh positif pada kinerja karyawan di masa *work from home*, (2) remunerasi secara langsung berpengaruh positif pada kinerja karyawan di masa *work from home*, (3) disiplin kerja secara langsung tidak berpengaruh positif terhadap kinerja karyawan di masa *work from home*, (4) *quality of work life* tidak berpengaruh positif pada kinerja karyawan di masa *work from home* dengan semangat kerja sebagai variabel mediasi, (5) remunerasi berpengaruh positif pada kinerja karyawan di masa *work from home* dengan dimediasi sebagian (*partial mediation*) oleh semangat kerja, (6) disiplin kerja berpengaruh positif pada kinerja karyawan di masa *work from home* dengan dimediasi penuh (*full mediation*) oleh semangat kerja.

Kata Kunci: *Quality of Work Life*, Remunerasi, Disiplin Kerja, Semangat Kerja, Kinerja Karyawan.

ABSTRACT**EFFECT OF QUALITY OF WORK LIFE, REMUNERATION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE DURING WORK FROM HOME THROUGH SPIRIT OF WORK AS A MEDIATION VARIABLE****Study on Teachers of SMK Santa Mathilda in Maumere**

This research aims to determine (1) direct effect of quality of work life on employee performance during work from home, (2) direct effect of remuneration on employee performance during work from home, (3) direct effect of work discipline on employee performance during work from home, (4) effect of quality of work life on employee performance during work from home through spirit of work as a mediation variable, (5) effect of remuneration on employee performance during work from home through spirit of work as a mediation variable, and (6) effect of work discipline on employee performance during work from home through spirit of work as a mediation variable. Population from this study were 70 teachers from SMK Santa Mathilda Maumere. The sampling technique used is saturated sampling. The data collection was performed by using a questionnaire. This study uses data analysis techniques namely PLS (Partial Least Square) analysis using Smart PLS 3.0. The results of this research showed that (1) quality of work life has a significant positive effect on employee performance during work from home, (2) remuneration has a significant positive effect on employee performance during work from home, (3) work discipline has no significant positive effect on employee performance during work from home, (4) quality of work life has no significant positive effect on employee performance during work from home through spirit of work as a mediation variable, (5) remuneration has a significant positive effect on employee performance during work from home through spirit of work as a mediation variable, and (6) quality of work life has a significant positive effect on employee performance during work from home through spirit of work as a mediation variable.

Keywords: Quality of Work Life, Remuneration, Work Discipline, Spirit of Work, and Employee Performance.