

The Effect of Work Motivation, Work Stress and Work Satisfaction on The Performance of Employees Working from Home (Wfh) During the Covid-19 Pandemic at Xyz University Jakarta.

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- **Abstract:** This study aims to investigate the partial and simultaneous effect of work motivation, work stress, work satisfaction on the performance of employees working from home (WFH) during the Covid-19 Pandemic at XYZ University Jakarta. The research method used is descriptive and verification methods with a quantitative approach. This research comprises independent variables, specifically, work motivation, work stress, work satisfaction, and the dependent variable is the performance of work from home employees. Questionnaires as a data collection technique used are distributed to work from home employees at XYZ University Jakarta with 100 respondents. Data analysis techniques used are descriptive analysis and multiple linear regression analysis. The results at a significance level of 5% indicate that: (1) work motivation, work stress, and work satisfaction have a simultaneous and significant positive effect on the performance of work from home employees at XYZ University Jakarta with the F test value showing $F_{Calculate} (73.997) > F_{Table} (2.70)$. (2) work motivation has a partial and significant effect on the performance of WFH employees at XYZ University Jakarta with the T-test value showing $t_{Calculate} (2,933) > t_{Table} (1,98)$. (3) work stress has no significant effect on the performance of WFH employees at XYZ University Jakarta with the T- test value showing $t_{Calculate} (1.544) < t_{Table} (1,98)$ (4) work satisfaction partially and significantly affects the performance of WFH employees at XYZ University Jakarta with the T-test value of $t_{Calculate} (3,771) > t_{Table} (1,98)$.
- **Keywords:** WFH, Table, University Jakarta, respondents.