ABSTRACT

In a work environment, every employee must have experienced loneliness in a different way in his work life.Employees naturally don't like to admit that they are anxious, depressed, or feeling lonely at work. A change that occurred in the work environment due to the COVID-19 pandemic situation has caused problems for employees, namely the increasing number of lonely cases when working in the work environment. With the change in the work environment that is currently happening, it has forced employees to adapt immediately, such as doing their work remotely or remotely in different places.

The purpose of this study was to determine and analyze the effect of loneliness at work on organizational commitment, job satisfaction and employee performance with involvement as an intervening variable. This study uses primary and secondary data that have been obtained. Secondary data was collected from various sources, such as journals, books and research data from previous studies, while primary data was obtained using questionnaires. To measure the variables, a questionnaire was used which was distributed to 146 respondents who did their work remotely based on the purposive sampling method. The data analysis technique used in this study is Partial Least Square with the help of SmartPLS 3.2.8 software to determine the path coefficient, as well as the direct or indirect effect of exogenous variables on endogenous variables.

The results of this study indicate that loneliness in the workplace has a negative and significant effect on employee engagement. Meanwhile, employee involvement has a positive influence on organizational commitment, job satisfaction and employee performance. In addition, employee involvement has been shown to mediate the relationship of loneliness at work to organizational commitment, job satisfaction and employee performance

Keywords: Loneliness at Workplace, Employee engagement, Organizational Commitment, Job Performance, Remote Worker, Working from home, Partial Least Squares (PLS).

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