

ABSTRACT

Remote work is a work method carried out by individuals at specific times or in designated locations separate from the main office, utilizing telecommunication technology as the primary medium. This practice provides flexibility in choosing work locations, technology usage, and telework duration. Remote work can influence employee performance both directly and indirectly. Therefore, this study aims to analyze this relationship by considering the role of work-life balance and job satisfaction as mediating variables.

This research focuses on the implementation of remote work among auditors at the Financial and Development Supervisory Agency of Central Java. A total of 85 respondents were selected as the research sample using the census method. The collected data were analyzed quantitatively using the Structural Equation Model (SEM) method with the assistance of the statistical software SmartPLS 3.0.

The findings indicate that remote work has a direct positive effect on employee performance. Furthermore, this effect can enhance employee performance when mediated by work-life balance and job satisfaction. In other words, remote work can improve work-life balance and job satisfaction, ultimately encouraging employees to achieve higher performance levels.

Keywords: Remote work, Work Life Balance, Job Satisfaction, Employee Performance

