

How Work From Home and Knowledge Sharing on Job Satisfaction Mediated By Work-Family Conflict: Study in One of the Central Government Agencies in Indonesia

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ABSTRACT

The purpose of this research is to analyze the influence of work from home on job satisfaction, the influence of knowledge sharing on job satisfaction, the influence of work from home on work-family conflict, the influence of work-family conflict on job satisfaction, and the influence of work-family conflict on knowledge sharing. The population in this study is one of the Central Government Institutions of Indonesia in sector II, located in Jakarta, and the sampling technique used is purposive sampling. This research employs quantitative analysis, and the data source used is primary data collected through a questionnaire. The data is analyzed using SmartPLS to obtain the structural equation model (SEM) and test the hypotheses. The results of the analysis indicate that work from home does not have a significant influence on job satisfaction. However, knowledge sharing has a significant influence on job satisfaction. The analysis also shows that work from home significantly affects work-family conflict, and work-family conflict significantly affects job satisfaction. Furthermore, knowledge sharing does not have a significant influence on work-family conflict.

Keywords: Work From Home, Knowledge Sharing, Work-Family Conflict and Job Satisfaction.