

**The influence of the work concept of Work from Home (WFH) and the Work Environment on the performance of PT Tasblock Industry Indonesia employees with motivation as an intervening variable during the Covid-19 Pandemic**

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**ABSTRACT**

This study aims to assess how WFH and work environment have an impact on motivation that affects the performance of employees at PT Tasblock Industry Indonesia. The hypothesis proposed in this study is that there is a relationship between WFH and work environment on motivation that affects employee performance. The research subjects used in this study were 54 employees of PT Tasblock Industry Indonesia who were selected by simple random sampling method. Data obtained from a Likert scale that uses 4 alternative answers, namely SS (strongly agree), S (agree), TS (disagree), and STS (strongly disagree). The calculation is done by performing the prerequisite analysis test (assumption test) which consists of normality test, multicollinearity test, heteroscedasticity test, and hypothesis testing. Analysis of the data used is using Path Analysis through the help of SPSS 26 for Windows. The results of data analysis show that the effect of WFH on employee performance through direct work motivation is 0.263, while the indirect effect is 0.160, so that the total effect is 0.423, and the effect of the work environment on employee performance through work motivation is 0.326, while the indirect effect is 0.1115. So that the total effect is 0.4375. This means that the work motivation variable mediates some of the WFH and work environment variables on employee performance. From the results of this study it can be concluded that the research hypothesis that there is a positive relationship between WFH and work environment on motivation that affects employee performance, is acceptable.

**Keywords:** *Work From Home (WFH), Work Environment, Employee Performance, Work Motivation*