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APENDIX

Appendix 1: Questionnaire

REMOTE WORKING: THE INFLUENCE OF WORKING ENVIRONMENT, STRESS, AND WORKLOAD TO WORK ENGAGEMENT AS MEDIARY TOWARDS GENERATION Z WORKING PERFORMANCE

Hello Everyone!

My name is Tabera Charel Ully, a final-year student of Management Human Resource at President University. I currently conduct a study for my final project research as part of my graduation requirement. This study title is "REMOTE WORKING: THE INFLUENCE OF WORKING ENVIRONMENT, STRESS, AND WORKLOAD TO WORK ENGAGEMENT AS MEDIARY TOWARDS GENERATION Z WORKING PERFORMANCE"

in order to achieve the goals of this study, I am asking you for to help me by participating as respondents in this survey. This survey only takes around 4 - 5 minutes.

Information gained in this research will be considered as confidential and will only be used for study purposes. Thank you for participating in this survey and God Bless You.

Best Regards,
Tabera Charel Ully

RESPONDENT CRITERIA

These are the criteria needed as respondents:
1. Respondents are part of Generation Z (Born between 1997 - 2012).
2. Respondents have experience of working remotely from home.

Berikut kriteria yang dibutuhkan sebagai responden:
1. Responden adalah bagian dari Generasi Z (Lahir tahun 1997 - 2012)
2. Responden memiliki pengalaman bekerja jarak jauh dari rumah

SCREENING QUESTION

Have you ever working remotely from home? *

Apakah anda pernah bekerja jarak jauh dari rumah?

◯ Yes / Ya

◯ No / Tidak

Are you part of Generation Z ? (Born on 1995 - 2010) *

Apakah anda bagian dari Generasi Z? (Lahir pada tahun (1995 - 2010)

◯ Yes

◯ No

WORK ENVIRONMENT

Measurement:
1 = Strongly Disagree (Sangat Tidak Setuju)
2 = Disagree (Tidak Setuju)
3 = Neutral (Netral)
4 = Agree (Setuju)
5 = Strongly Agree (Sangat Setuju)

I am comfortable with my workspace at home (for example: table, chair, & physical facilities) *

Saya lebih nyaman dengan area kerja saya di rumah (contoh: meja, kursi, dan fasilitas fisik lainnya)

	1	2	3	4	5
	○	○	○	○	○

Quiet space and the atmosphere at home makes me more comfortable to work remotely. *

Ruang sepi dan atmosfer di rumah membuat saya lebih nyaman bekerja jarak jauh.

	1	2	3	4	5
	○	○	○	○	○

I feel more secure when I work remotely from home. *

Saya merasa lebih aman ketika bekerja jarak jauh dari rumah.

	1	2	3	4	5
	○	○	○	○	○

I have a healthy relationship with my coworkers even when I am working remotely from home. *

Saya memiliki hubungan yang baik dengan rekan kerja saya bahkan ketika saya bekerja jarak jauh dari rumah.

	1	2	3	4	5
	○	○	○	○	○

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WORKLOAD

The pressure when remote working causes fatigue to my body. *

Tekanan saat kerja jarak jauhmenyebabkan kelelahan terhadap tubuh saya

1	2	3	4	5
○	○	○	○	○

I feel less desire to finish my tasks when I work remotely, *

Saya merasakan kurangnya keinginan untuk menyelesaikan tugas saya ketika bekerja jarak jauh.

1	2	3	4	5
○	○	○	○	○

When I worked remotely, I worked for a longer time which reduced my rest period. *

Ketika saya bekerja jarak jauh, saya bekerja untuk waktu yang lebih lama sehingga mengurangi periode istirahat saya.

1	2	3	4	5
○	○	○	○	○

I feel that it is harder to fulfil my job when I work remotely. *

Saya merasa bahwa lebih sulit untuk memenuhi pekerjaan saya ketika saya bekerja jarak jauh.

1	2	3	4	5
○	○	○	○	○

WORK STRESS

Measurement:
1 = Strongly Disagree (Sangat Tidak Setuju)
2 = Disagree (Tidak Setuju)
3 = Neutral (Netral)
4 = Agree (Setuju)
5 = Strongly Agree (Sangat Setuju)

I still think about my personal problems when I work at home remotely. *
(example: financial, family, relationship problems)

Saya masih memikirkan masalah pribadi saya ketika saya bekerja dari rumah
(Contoh: masalah keuangan, keluarga, hubungan)

	1	2	3	4	5
	○	○	○	○	○

I feel there are too many tasks that are difficult to be done by working remotely *
from home.

Saya merasa terlalu banyak tugas yang sulit diselesaikan dengan bekerja jarak jauh dari rumah.

	1	2	3	4	5
	○	○	○	○	○

I worked for a longer period of time to finish my tasks when working remotely. *

Saya bekerja dalam periode waktu yang lebih lama untuk menyelesaikan tugas saya ketika bekerja jarak jauh.

	1	2	3	4	5
	○	○	○	○	○

I am having a hard time working as a team when I work remotely. *

Saya kesulitan bekerja sebagai tim ketika saya bekerja jarak jauh.

	1	2	3	4	5
	○	○	○	○	○

I have a bad work-life balance because I work remotely from home. *
(Example: lack of rest, working overtime)

Saya memiliki keseimbangan kerja dan hidup yang buruk karena saya bekerja jarak jauh dari rumah.
(Contoh: kurang istirahat, bekerja lembur)

	1	2	3	4	5
	○	○	○	○	○

I feel exhausted to keep up with the online system advancement in remote working *
conditions.
(Example: online meeting platform, online database, social media)

Saya merasa lelah untuk mengikuti perkembangan sistem online dalam kondisi bekerja jarak jauh.
(Contoh: aplikasi meeting online, penyimpanan data online, media sosial)

	1	2	3	4	5
	○	○	○	○	○

EMPLOYEE ENGAGEMENT

Measurement:
1 = Strongly Disagree (Sangat Tidak Setuju)
2 = Disagree (Tidak Setuju)
3 = Neutral (Netral)
4 = Agree (Setuju)
5 = Strongly Agree (Sangat Setuju)

I enjoyed working from home to the point I forgot about time. *

Saya menikmati bekerja dari rumah sampai lupa waktu.

1	2	3	4	5
○	○	○	○	○

Working at home helps me concentrate better. *

Bekerja dari rumah membantu saya untuk konsentrasi lebih baik.

1	2	3	4	5
○	○	○	○	○

I can work longer when I am working remotely from home. *

Saya bisa bekerja lebih lama ketika saya bekerja jarak jauh dari rumah.

1	2	3	4	5
○	○	○	○	○

Working remotely makes me think more critically. *

Bekerja jarak jauh membuat saya berfikir lebih kritis.

1	2	3	4	5
○	○	○	○	○

I can work longer when I am working remotely from home. *

Saya bisa bekerja lebih lama ketika saya bekerja jarak jauh dari rumah.

1	2	3	4	5
○	○	○	○	○

Working remotely makes me think more critically. *

Bekerja jarak jauh membuat saya berfikir lebih kritis.

1	2	3	4	5
○	○	○	○	○

I feel more enthusiastic when I am working from home. *

Saya merasa lebih antusias ketika saya bekerja jarak jauh dari rumah.

1	2	3	4	5
○	○	○	○	○

I feel more motivated to work when I work remotely from home. *

asa lebih termotivasi untuk bekerja ketika saya bekerja jarak jauh dari

1	2	3	4	5
○	○	○	○	○

EMPLOYEE PERFORMANCE

Measurement:
1 = Strongly Disagree (Sangat Tidak Setuju)
2 = Disagree (Tidak Setuju)
3 = Neutral (Netral)
4 = Agree (Setuju)
5 = Strongly Agree (Sangat Setuju)

I am getting more work done when I work remotely from home. *

Saya dapat menyelesaikan pekerjaan lebih banyak ketika saya bekerja jarak jauh dari rumah.

1	2	3	4	5
○	○	○	○	○

I have a good knowledge about my job position. *

Saya memiliki pengetahuan yang baik tentang posisi pekerjaan saya.

1	2	3	4	5
○	○	○	○	○

When I work from home, I am being initiative towards my tasks. *

Ketika saya bekerja dari rumah, saya menjadi inisiatif terhadap tugas saya.

1	2	3	4	5
○	○	○	○	○

I am easily adjusted with my workspace at home. *

Saya mudah menyesuaikan diri dengan ruang kerja saya di rumah.

1	2	3	4	5
○	○	○	○	○

I still behave professionally even when I am working remotely at home. *
(Example: diligent, responsible, honest)

Saya tetap bersikap profesional ketika saya bekerja jarak jauh dari rumah.
(Contoh: rajin, bertanggung jawab, jujur)

1	2	3	4	5
○	○	○	○	○

Apendix 2: Data from Questionnaire

WE1	WE2	WE3	WE4	WL1	WL2	WL3	WL4	WS1	WS2	WS3	WS4	WS5	WS6	EE1	EE2	EE3	EE4	EE5	EE6	EP1	EP2	EP3	EP4	EP5
5	5	4	5	2	2	3	2	3	2	2	1	2	2	5	4	5	4	3	4	5	5	4	5	5
4	5	5	2	4	3	4	4	4	5	5	4	5	5	4	4	5	4	5	4	5	5	3	4	5
5	5	4	5	3	2	1	2	3	2	1	2	3	2	5	3	4	4	3	4	4	3	4	5	5
2	5	4	3	5	4	4	4	5	4	4	5	4	4	3	5	5	4	4	3	3	2	3	4	2
4	3	5	5	4	5	4	3	3	4	5	5	4	5	5	4	3	4	5	3	5	5	4	2	5
5	5	4	3	2	3	2	3	2	1	2	3	2	2	4	5	4	4	2	5	4	5	2	5	4
5	4	5	5	5	4	2	4	2	3	2	1	2	3	5	4	5	3	4	4	2	5	2	5	4
5	3	5	4	4	4	4	3	4	4	3	4	4	5	3	5	5	4	4	3	5	4	5	3	5
4	5	3	4	3	4	4	5	2	2	3	2	2	1	5	4	4	3	4	5	5	3	5	1	5
5	5	4	5	4	4	5	4	3	4	5	4	5	5	1	2	2	3	1	2	1	2	3	4	3
4	5	5	3	4	2	5	4	5	4	2	3	4	5	4	2	5	4	5	4	5	5	3	2	4
3	2	1	2	4	3	5	4	4	3	5	4	3	4	2	1	1	3	2	2	4	4	5	4	5
4	3	5	5	2	3	1	2	3	2	1	3	2	2	4	3	5	4	4	1	5	4	3	5	4
5	2	4	5	4	4	5	4	4	4	5	5	4	4	1	2	3	2	3	2	2	3	2	2	2
3	5	5	4	2	1	2	2	2	3	1	2	3	2	4	4	5	3	4	5	4	4	3	5	4
5	4	4	3	5	5	4	3	5	4	5	2	4	5	3	4	5	4	4	5	3	4	2	4	5
5	5	4	3	4	5	4	5	2	1	3	2	2	1	5	5	4	5	2	4	4	5	5	2	4
2	3	1	2	2	3	3	4	2	3	1	1	2	2	3	4	3	3	3	4	3	4	4	4	5
4	5	3	5	2	3	2	1	3	2	2	2	1	2	4	3	4	5	4	4	4	5	3	4	5
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Apendix 3: Smart PLS Calculation and Result

Model in PLS
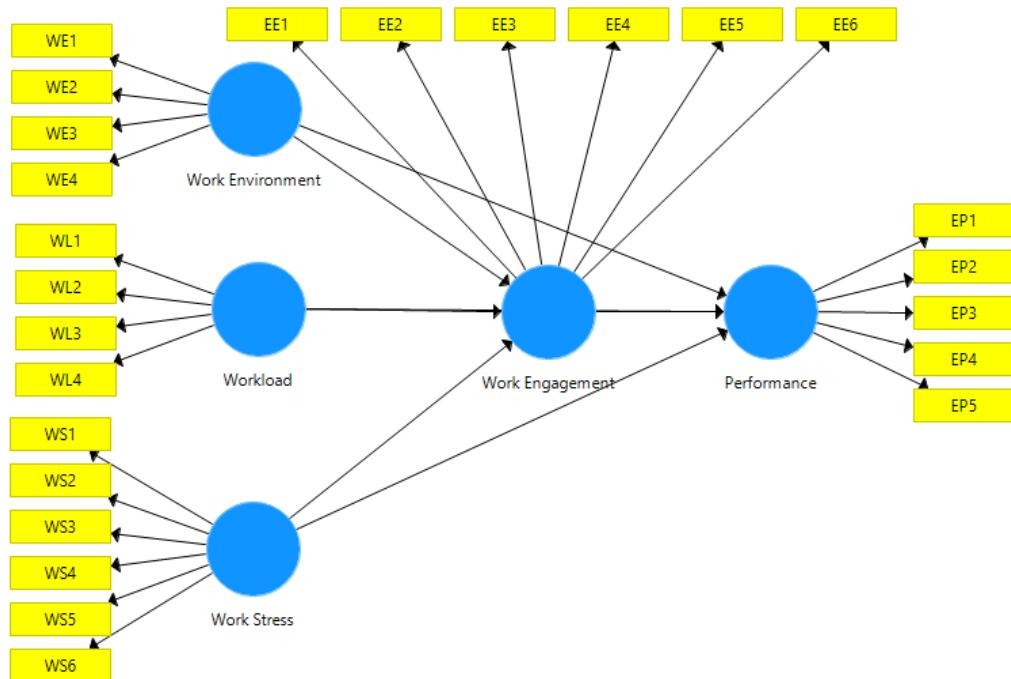
Outer Loading Factor

	Performance	Work Engage...	Work Environ...	Work Stress	Workload
EE1		0.797			
EE2		0.808			
EE3		0.668			
EE4		0.674			
EE5		0.725			
EE6		0.769			
EP1	0.811				
EP2	0.753				
EP3	0.626				
EP4	0.760				
EP5	0.795				

WE1			0.819		
WE2			0.774		
WE3			0.777		
WE4			0.772		
WL1					0.870
WL2					0.874
WL3					0.833
WL4					0.779
WS1				0.768	
WS2				0.823	
WS3				0.712	

Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Performance	0.805	0.813	0.866	0.565
Work Engagem…	0.835	0.840	0.880	0.551
Work Environ…	0.793	0.797	0.866	0.617
Work Stress	0.882	0.905	0.907	0.621
Workload	0.864	0.892	0.905	0.705

VIF

	VIF			VIF
WE1	1.686		EE1	1.901
WE2	1.566		EE2	1.953
WE3	1.533		EE3	1.425
WE4	1.569		EE4	1.460
WL1	2.124		EE5	1.646
WL2	2.239		EE6	1.912
WL3	1.926		EP1	1.807
WL4	1.986		EP2	1.686
WS1	1.906		EP3	1.335
WS2	1.948		EP4	1.591
WS3	1.897		EP5	1.793
WS4	1.739			
WS5	2.063			
WS6	2.404			

Path Coefficient

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Work Engagement -> Performance	0.665	0.658	0.059	11.366	0.000
Work Environment -> Performance	0.174	0.182	0.058	3.030	0.003
Work Environment -> Work Engagement	0.642	0.639	0.048	13.239	0.000
Work Stress -> Performance	-0.016	-0.025	0.076	0.209	0.835
Work Stress -> Work Engagement	-0.155	-0.164	0.075	2.064	0.040
Workload -> Performance	-0.054	-0.046	0.075	0.720	0.472
Workload -> Work Engagement	-0.033	-0.033	0.065	0.511	0.609

Total Indirect Effect

	Original Sampl...	Sample Mean (...	Standard Devia...	T Statistics (|O/...	P Values
Work Environment -> Work Engagement -> Performance	0.427	0.420	0.044	9.696	0.000
Work Stress -> Work Engagement -> Performance	-0.103	-0.108	0.052	1.982	0.048
Workload -> Work Engagement -> Performance	-0.022	-0.022	0.043	0.514	0.608

R square

	R Square	R Square Adjusted
Performance	0.643	0.638
Work Engagem...	0.451	0.444