

Abstrak

Perubahan pola kerja menuju sistem kerja jarak jauh mendorong munculnya dinamika psikologis baru bagi para pekerja, salah satunya adalah rasa *loneliness*. *Loneliness* menjadi salah satu faktor yang dapat menurunkan *subjective well-being* pada individu yang bekerja secara *work from home*. Penelitian ini bertujuan untuk mengkonfirmasi pengaruh *loneliness* terhadap *subjective well-being*, serta mengkonfirmasi peran moderasi *emotional intelligence* dalam hubungan tersebut. Penelitian dilakukan pada 385 responden yang menjalani sistem kerja *work from home* dengan pendekatan kuantitatif dan teknik analisis regresi berganda menggunakan *moderated regression analysis*. Hasil penelitian menunjukkan bahwa *loneliness* berpengaruh negatif signifikan terhadap *subjective well-being*, dan *emotional intelligence* terbukti secara signifikan memoderasi hubungan tersebut dengan memperlemah pengaruh negatifnya. Temuan ini menegaskan bahwa *emotional intelligence* memiliki peran penting dalam menjaga *subjective well-being* pekerja *work from home* di tengah tantangan keterbatasan interaksi sosial.

Kata Kunci : *Loneliness, Subjective Well-Being, Emotional Intelligence, Work From Home.*



Abstract

The shift toward remote working arrangements has introduced new psychological dynamics for employees, one of which is loneliness. Loneliness is considered a factor that may decrease subjective well-being among individuals working from home. This study aims to confirm the effect of loneliness on subjective well-being and to examine the moderating role of emotional intelligence in this relationship. The research involved 385 respondents who worked remotely and employed a quantitative approach with multiple regression analysis using moderated regression analysis. The results show that loneliness has a significant negative effect on subjective well-being, and emotional intelligence significantly moderates this relationship by weakening the negative impact. These findings highlight the important role of emotional intelligence in maintaining the subjective well-being of remote workers, particularly in the face of limited social interaction.

Keywords: *Loneliness, Subjective Well-Being, Emotional Intelligence, Work From Home*

