

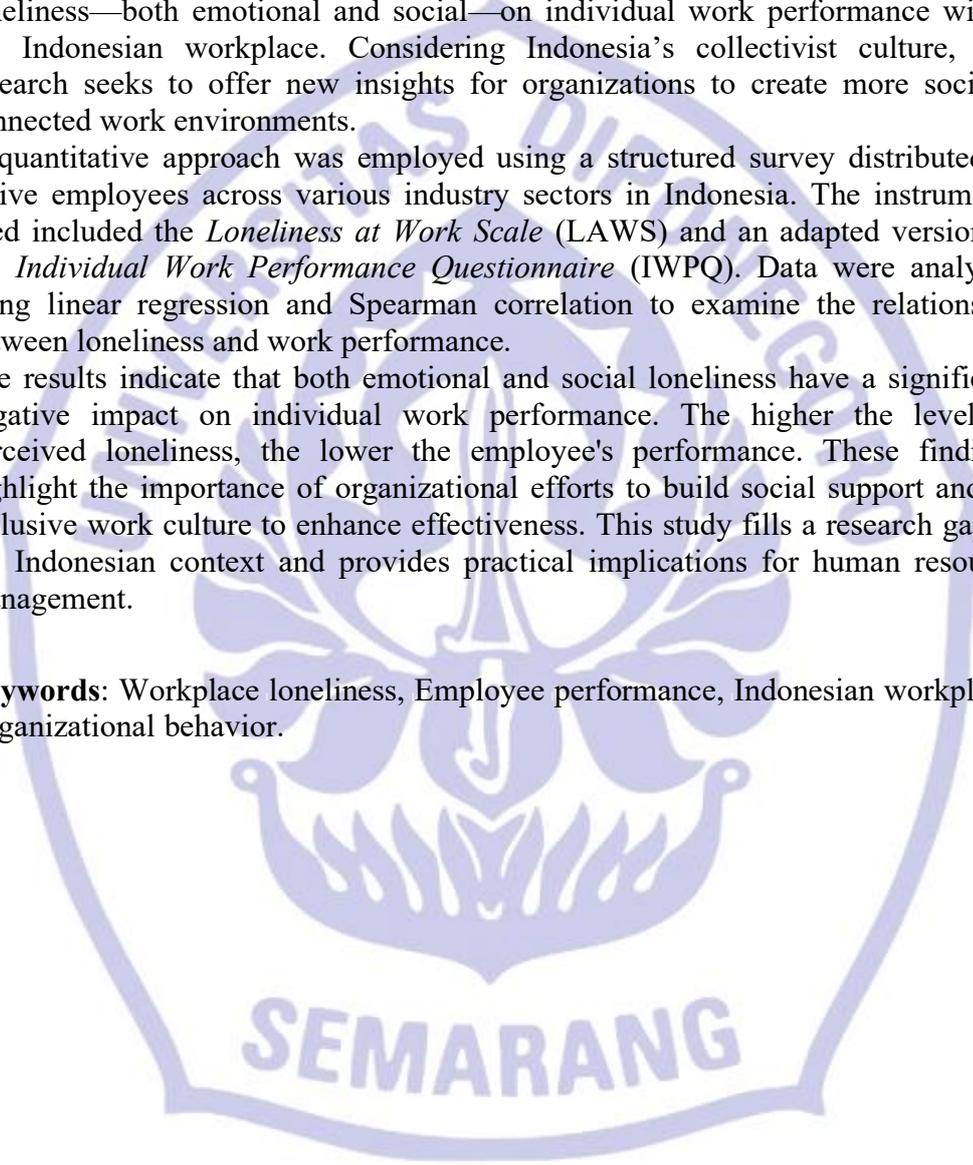
ABSTRACT

Workplace loneliness is a psychological issue that significantly affects individual performance. While widely studied in Western countries, similar research in Indonesia remains limited. This study aims to analyze the impact of employee loneliness—both emotional and social—on individual work performance within the Indonesian workplace. Considering Indonesia's collectivist culture, this research seeks to offer new insights for organizations to create more socially connected work environments.

A quantitative approach was employed using a structured survey distributed to active employees across various industry sectors in Indonesia. The instruments used included the *Loneliness at Work Scale* (LAWS) and an adapted version of the *Individual Work Performance Questionnaire* (IWPQ). Data were analyzed using linear regression and Spearman correlation to examine the relationship between loneliness and work performance.

The results indicate that both emotional and social loneliness have a significant negative impact on individual work performance. The higher the level of perceived loneliness, the lower the employee's performance. These findings highlight the importance of organizational efforts to build social support and an inclusive work culture to enhance effectiveness. This study fills a research gap in the Indonesian context and provides practical implications for human resource management.

Keywords: Workplace loneliness, Employee performance, Indonesian workplace, Organizational behavior.



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