

ABSTRACT

This purpose of this study is to investigate the effects of remote work on employee performance among Indonesian employees of Influx Inc., utilizing POS as a mediating variable. The organization uses a completely remote working style, which offers freedom but also presents difficulties in sustaining participation, discipline, and efficient communication.

Data were gathered using questionnaire Google Form from 155 employees who remotely working for at least 6 months utilizing a quantitative explanatory technique, and SEM-PLS was used for analysis.

The findings show that POS is positively impacted by remote work, which in turn greatly improves employee performance. The relationship between remote work and performance of the employee is also mediated by POS, highlighting the importance of organizational support in enhancing employee outcomes and optimizing the advantages of remote work arrangements.

Keywords: Employee Performance, Perceived Organizational Support, Remote Work, SEM-PLS

