

ABSTRACT

The standard of labour qualifications is increased due to fierce business competition. Students, as future labour candidates, are required to have good qualifications to enter the desired company. The government and many companies in Indonesia have contributed to providing practical work experience for students through work opportunity programmes before graduation to improve knowledge, skills, and abilities as provisions for facing the real world of work. In addition, the phenomenon of implementing work from home after COVID-19 is considered one of the longterm strategies that can provide benefits for workers and employers because of the flexibility provided. Currently, working from home has also been widely used by the student workforce to gain practical work experience without neglecting learning obligations.

The purpose of this study is to determine the effect of work study conflict (considered as job demands) on employees who experience dual role conflict as students and workers and the effect of implementing a work from home (considered as a resource) with role clarity as a moderator on employee satisfaction through work motivation by adopting job-demand-resource theory. The population of this study was 33 employees who were student employees at three start-up companies in Indonesia. Data analysis was conducted using SEM-PLS and conditional mediation analysis using SmartPLS 4.0 software. The results showed that work motivation was negatively influenced by work study conflict, and work from home cannot improve it. Afterward, Work motivation may enhance satisfaction with employment personally, and role clarity moderates the relationship among work-study conflict and work from home to staff satisfaction through workplace motivation.

Keyword: *work study conflict, work from home, role clarity, work motivation, employee satisfaction.*