

Analysis of flexible working arrangement to increase job satisfaction and decrease turnover intention through mediation role of work to family enrichment in PT AXY = Analisa program flexible working arrangement untuk meningkatkan tingkat kepuasan terhadap pekerjaan dan menurunkan intensi untuk keluar dari organisasi melalui mediasi work to family enrichment di PT AXY =

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Abstrak

[ABSTRAK

Persaingan antara organisasi menciptakan sebuah kebutuhan untuk setiap organisasi memaksimalkan kinerjanya. Sumber daya manusia sebagai penggerak dalam organisasi menjadi kunci sukses yang penting untuk memperoleh keunggulan kompetitive yang berkelanjutan. Sebagai perusahaan konsultan IT, sumber daya manusia adalah asset utama untuk PT AXY. Untuk memperoleh keunggulan daya saing, sangat penting buat PT AXY untuk menarik dan mempertahankan pegawai yang berbakat dalam organisasi. Kepuasan terhadap pekerjaan dan intensi untuk keluar yang dimiliki oleh karyawan menjadi tolak ukur yang penting untuk bidang industry tersebut. Kebijakan dan program dari departemen sumber daya manusia seperti Flexible Working Arrangement (FWA) dapat menjadi solusi untuk meningkatkan persepsi karyawan terhadap work-tofamily enrichment yang pada akhirnya akan meningkatkan kepuasan terhadap pekerjaan dan mengurangi intensi untuk keluar dari organisasi. Tujuan dari thesis ini adalah untuk menganalisa hubungan antara program FWA dengan kepuasan terhadap pekerjaan dan intensi untuk keluar melalui persepsi work-to-family enrichment. Hasil dari studi ini menemukan bahwa keberadaan dari program FWA di PT AXY memiliki hubungan positif dengan persepsi karyawan terhadap work-to-family enrichment dan kepuasan terhadap pekerjaan. Akan tetapi, program FWA tidak memiliki hubungan yang signifikan untuk mengurangi intensi karyawan keluar dari organisasi. Hasil dari studi ini penting untuk PT AXY dalam mengembangkan strategi dan kebijakan sumber daya manusia di masa depan;

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ABSTRACT

Competition between organizations creates a need for each organization to maximize its performance. Human resource as the driver in the organization becomes important key success for sustainable competitive advantage. As IT consulting company, human resource is the main asset for PT AXY. In order to gain competitive advantages, it is important for PT AXY to attract and also retain good talents in the organization. Employees? job satisfaction and turnover

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