

Peran flexible work arrangements dan work-life balance dalam meningkatkan ethical decision making = The role of flexible work arrangements and work-life balance in enhancing individual ethical decision making

Zahratika Zalafi, author

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Abstrak

Penelitian ini dilakukan untuk mengetahui hubungan antara *flexible work arrangements* (FWA), budaya organisasi dan *work-life balance* (WLB) terhadap tingkat *ethical decision making* (EDM) pada individu dalam organisasi. Jenis FWA yang diukur pada penelitian ini adalah *flexitime* dan *telecommuting*, sedangkan budaya organisasi yang diukur adalah budaya organisasi suportif dan inovatif. Penelitian menggunakan metode eksperimen (*2x2 between-subject design*) melalui survei daring dengan jumlah partisipan 348 karyawan di Indonesia. Analisis conditional process menunjukkan bahwa terdapat hubungan yang positif antara FWA dan tingkat EDM individu melalui WLB di mana dalam budaya suportif hubungan tersebut akan semakin kuat. Implikasi penelitian ini dapat digunakan sebagai salah satu pendukung empiris mengenai EDM dalam organisasi di Indonesia.

.....This research was conducted to investigate the relationship between flexible work arrangements (FWA), organizational culture and work-life balance (WLB) in enhancing the level of individual ethical decision making (EDM) in the organization. The type of FWA measured in this study is flexitime and telecommuting, while the organizational culture type used in this study is supportive and innovative organizational culture. This research was conducted using 2x2 between-subject experimental design through online surveys on 348 participants in Indonesia. Conditional process analysis shows that there was a positive relationship between FWA and individual EDM levels mediated by WLB and the relationship were stronger in supportive culture condition. The implications of this research can be used as an empirical evidence of EDM in organizations in Indonesia.