

Pengaruh flexible work arrangement terhadap ethical decision making: peran employee engagement sebagai mediator = The influence of flexible work arrangement on individual ethical decision making: the role of employee engagement as a mediator / Dewi Fransiska Simanjuntak

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Abstrak

Penelitian ini bertujuan untuk melihat hubungan antara pengaturan kerja fleksibel (*Flexible Work Arrangement*) dengan pengambilan keputusan secara etis (*Ethical Decision Making*) yang dimediasi oleh keterlibatan karyawan (*Employee Engagement*). Penelitian ini merupakan penelitian korelasional yang dilakukan secara kuantitatif dengan menggunakan skala. Pengambilan data dilakukan melalui *cross sectional study* dengan melakukan survei secara online. Sebanyak 301 data partisipan digunakan dalam penelitian ini. Data diolah dengan menggunakan model 4 PROCESS, mediasi Hayes (2018).

Hasil penelitian ini menunjukkan bahwa *Flexible Work Arrangement* mempengaruhi *Ethical Decision Making* secara langsung dengan nilai efek sebesar 0,66. Sementara nilai pengaruh antara *Flexible Work Arrangement* terhadap *Ethical Decision Making* melalui mediasi *Employee Engagement* adalah sebesar 0,80. *Employee Engagement* memiliki peran dalam memediasi hubungan antara *Flexible Work Arrangement* dan *Ethical Decision Making* secara parsial. Korelasi hubungan antara *Flexible Work Arrangement* terhadap *Ethical Decision Making* lebih besar melalui mediasi *Employee Engagement* dibandingkan dengan korelasi secara langsung. Sehingga penerapan *Flexible Work Arrangement* dapat menjadi anteseden untuk *Employee Engagement* yang akan dapat meningkatkan *Ethical Decision Making* pada karyawan di dalam organisasi.

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*The purpose of this study is to investigate the influence of Flexible Work Arrangements (FWA) on Ethical Decision Making (EDM) which is mediated by Employee Engagement (EE). This is a correlational study conducted quantitatively using scales. Data is collected by cross sectional study with an online survey. This study using 301 participant's data. Data is processed by model 4 PROCESS, mediation Hayes (2018).*

The result shows that the direct effect of flexible work arrangement on Ethical Decision Making is 0,6567. While the effect of flexible work arrangement on ethical decision making through the mediation of employee engagement is 0,8013. Employee engagement has a role in mediating the influence of flexible work arrangement on ethical decision making partially. There is a greater correlation between the influence of flexible work arrangement on ethical decision making through the mediation of employee engagement compare to direct effect. Flexible work arrangement can be an antecedent of employee engagement that improve ethical decision making of employees in organizations.