

# Distributed Work Arrangements Dalam Meningkatkan Personal Agility Pegawai Sekretariat Jenderal Kementerian Keuangan = Distributed Work Arrangements In Increasing Personal Agility Of The Secretary General's Employees Of The Ministry Of Finance

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## Abstrak

Saat ini dunia sedang menghadapi perubahan yang tidak pernah diprediksi sebelumnya akibat COVID-19 yang memberikan dampak secara global. Untuk menghadapi situasi tersebut dibutuhkan agility baik di tingkat organisasi, tim, dan individu. Untuk meningkatkan agility individu tersebut, Kementerian Keuangan menerapkan distributed work arrangements (DWA) berupa work from home (WFH). Penelitian ini bertujuan untuk mengetahui dampak DWA menggunakan variabel determinan berupa psychological capital, work characteristics, information and communication technology (ICTs) support, family support, dan trust untuk meningkatkan personal agility. Penelitian empiris dilakukan terhadap 184 pegawai Sekretariat Jenderal, Kementerian Keuangan yang pernah melakukan WFH selama pandemi COVID-19 dan tinggal bersama keluarga selama melakukan WFH. Analisis data dilakukan menggunakan Structural Equation Model (SEM). Hasil analisis menunjukkan bahwa DWA dapat meningkatkan personal agility. Psychological capital, ICTs support, family support, dan trust memiliki pengaruh positif dan signifikan terhadap pelaksanaan DWA. Sedangkan work characteristics tidak terlalu berpengaruh terhadap kesuksesan pelaksanaan DWA. Hasil temuan menginsinikasikan bahwa DWA dapat memediasi hubungan psychological capital, ICTs support, family support, dan trust terhadap personal agility

.....The world is currently facing the unpredictable change due to COVID-19. It impacts globally. Dealing with this situation requires agility at both the organizational, team and individual levels. To increase a personal agility, organizations implement distributed work arrangements (DWA) in the form of work from home (WFH). This research aimed to determine the impact of DWA using determinant variables in the form of psychological capital, work characteristics, information and communication technology (ICTs) support, family support, and trust to increase personal agility. The empirical research was conducted toward 184 employees at the Secretary General, Ministry of Finance who had been WFH during the COVID-19 pandemic and lived with their families during WFH. Data analysis was performed using the Structural Equation Model (SEM). DWA has positive impact to increase personal agility. Psychological capital, ICTs support, family support, and trust have a positive effect on DWA. Work characteristics does not really affect DWAs. DWA can mediate the relationship between psychological capital, ICTs support, family support and trust in personal agility.