

Pengaruh flexible working place dan flexible working time terhadap job satisfaction dengan work-life balance sebagai variabel mediasi di masa pandemi covid-19 = The influence of flexible working place and flexible working time on job satisfaction with work-life balance as a mediating variable on covid-19 pandemic.

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Abstrak

Penelitian ini bertujuan untuk menganalisis hubungan antara flexible working place dan flexible working time dengan job satisfaction, baik hubungan secara langsung maupun tidak langsung melalui work-life balance sebagai variabel mediasi. Penelitian ini dilakukan kepada pegawai di instansi Pusat Pelaporan dan Analisis Transaksi Keuangan (PPATK) baik pegawai tetap/Aparatur Sipil Negara (ASN) ataupun pegawai kontrak/Non-ASN menggunakan pendekatan kuantitatif. Pengumpulan data dilakukan dengan menyebarkan kuesioner kepada 148 responden serta dilakukan analisis dengan aplikasi Smart PLS versi 3.0 melalui metode Penelitian SEM PLS. Hasil penelitian menyimpulkan bahwa kedua variabel yaitu flexible working place dan flexible working time berpengaruh positif terhadap variabel job satisfaction. Sementara itu hubungan kedua variabel yaitu flexible working place dan flexible working time terhadap variabel job satisfaction yang dimediasi oleh variabel work-life balance memiliki pengaruh yang positif. Hasil penelitian ini menjelaskan bahwa penerapan flexible working time dan flexible working time dapat dikatakan berhasil dan berpengaruh positif terhadap job satisfaction dikarenakan terdapat peningkatan work-life balance yang dirasakan oleh pegawai Pusat Pelaporan dan Analisis Transaksi Keuangan (PPATK).

.....The aim of this study is to analyze the relation between the flexible working place and flexible working time on job satisfaction, directly or indirectly, with the intervention of the work-life balance as a mediating variable. This research is conducted to a civil servant and a non civil servant/contract-based staff in Indonesian Financial Transaction Reports and Analysis Center (INTRAC). Furthermore, the quantitative approach is used in this research. The data is collected by distributing a questionnaires to 148 respondents and being analyzed with Smart PLS program/application version 3.0 with Sem PLS method. The results concludes that both variables which are flexible working place and flexible working time makes a positive and significant effect on job satisfaction variable. Furthermore the flexible working place and flexible working time on job satisfaction with work-life balance as a mediating variable also have a positive effect. The results of this study explain that the implementation of flexible working place and flexible working time can be said to be successful and has a positive effect on job satisfaction because there is an increase in a work-life balance felt by employees of the Indonesian Financial Transaction Reports and Analysis Center (INTRAC)