

Analisis proactive work behaviour dalam pelaksanaan flexible working space di lingkungan Badan Kebijakan Fiskal = Analysis of proactive work behaviour in the implementation of flexible working space within the fiscal policy agency

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Abstrak

Tesis ini membahas proactive work behaviour dalam pelaksanaan flexible working space di lingkungan Badan Kebijakan Fiskal. Penelitian dilatarbelakangi oleh pandemi covid-19 yang berdampak pada perubahan pengaturan kerja pegawai dari sistem work from office menjadi sistem flexible working space. Namun demikian, pengaturan kerja demikian tidak selalu memperoleh respon positif karena keterbatasan mekanisme pemantauan kinerja yang berpotensi menurunkan kinerja pegawai. Berkaitan dengan hal tersebut pelaksanaan flexible working space perlu dievaluasi, khususnya dari perspektif proactive work behaviour dan faktor-faktor yang berpengaruh terhadap proactive work behaviour. Evaluasi menjadi semakin penting karena mayoritas pegawai menginginkan flexible working space menjadi pengaturan kerja pasca pandemi covid-19. Penelitian dilakukan dengan menggunakan pendekatan mixed methods dengan teknik pengumpulan data secara kuantitatif dan kualitatif. Hasil penelitian menunjukkan bahwa flexible working space mempengaruhi employee well-being, employee well-being mempengaruhi proactive work behaviour, flexible working space tidak mempengaruhi proactive work behaviour, flexible working space, employee well-being, dan perceived organizational support secara bersama-sama mempengaruhi proactive work behaviour, variabel mediator employee well-being mempengaruhi hubungan flexible working space terhadap proactive work behaviour, variabel moderator perceived organizational support mempengaruhi hubungan flexible working space terhadap proactive work behaviour, variabel mediator employee well-being dan variabel moderator perceived organizational support mempengaruhi hubungan flexible working space terhadap proactive work behaviour. Adapun kebijakan organisasi yang dinilai tepat untuk meningkatkan proactive work behaviour dalam pelaksanaan flexible working space pasca pandemi covid-19 adalah pengelolaan SDM, kepemimpinan, dan pengelolaan organisasi yang berorientasi pada proactive work behaviour.

.....This thesis discusses about proactive work behaviour in implementing flexible working space within the Fiscal Policy Agency. The research was motivated by the covid-19 pandemic which had an impact on changing employee work arrangements from a work from office system to a flexible working space system. However, such work arrangements do not always get a positive response due to limitation of performance monitoring mechanisms that have the potential to reduce employee performance. In this regard, the implementation of flexible working space needs to be evaluated, especially from the perspective of proactive work behaviour and the factors that influence proactive work behaviour. Evaluation is becoming important because the majority of employees want flexible working space to be a work arrangement after the COVID-19 pandemic. The research was conducted using a mixed methods approach with quantitative and qualitative data collection techniques. The results showed that flexible working space affects employee well being, employee well-being affects proactive work behaviour, flexible working space does not affect proactive work behaviour, flexible working space, employee well-being, and perceived organizational support jointly

affects proactive work behaviour, intervening variable employee well-being affects the relationship of flexible working space to proactive work behaviour, moderating variable perceived organizational support affects the relationship of flexible working space to proactive work behaviour, intervening variable employee well-being and moderating variable perceived organizational support affect the relationship between flexible working space and proactive work behaviour. The organizational policies that are considered appropriate to increase proactive work behaviour in the implementation of flexible working space after the COVID-19 pandemic are HR management, leadership, and organizational management that is oriented towards proactive work behaviour.