

INTISARI

Penelitian ini bertujuan untuk menguji pengaruh pengaturan kerja fleksibel terhadap kinerja tugas, kinerja kontekstual, dan perilaku kerja kontraproduktif yang merupakan dimensi dari kinerja dan menguji keterlibatan variabel mediator yaitu perilaku kerja inovatif selama pandemi Covid-19. Penelitian ini dilakukan pada karyawan Universitas Gadjah Mada di Yogyakarta terhadap 225 responden menggunakan metode kuantitatif dengan kuesioner daring. Pengujian dalam penelitian ini menggunakan Smart-PLS ver 3.0 dikembangkan oleh Ringle, Wende & Will (2005). Penelitian ini menghasilkan; pertama, pengaturan kerja fleksibel memberikan pengaruh positif dan signifikan pada kinerja tugas dan kinerja kontekstual. Kedua, pengaturan kerja fleksibel memberikan pengaruh negatif dan tidak signifikan pada perilaku kerja kontraproduktif. Selanjutnya, keterlibatan perilaku kerja inovatif mampu memediasi secara parsial antara hubungan pengaturan kerja fleksibel terhadap kinerja tugas & kinerja kontekstual. Terakhir, keterlibatan perilaku kerja inovatif tidak memediasi hubungan pengaturan kerja fleksibel terhadap perilaku kerja kontraproduktif.

Kata kunci: pengaturan kerja fleksibel, kinerja karyawan, perilaku kerja inovatif, pandemi Covid-19.

ABSTRACT

The aim of this study is to address the impact of flexible work arrangements on employee performance's dimension such as task performance, contextual performance, & counterproductive work behavior and test innovative work behavior as a mediator. This research was conducted on employees of Universitas Gadjah Mada and successfully collected 225 respondents with a minimum working period of six months during the pandemic Covid-19. Data analysis has been done by Smart-PLS 3.0 and SPSS 25.0 to describe the demographic profile of respondents. These analyses demonstrated sufficient reliability and criterion validity. The result indicated that flexible work arrangements had a significant positive effect on task performance & contextual performance but not with counterproductive work behavior. Moreover, innovative work behavior was able to partially mediate the relationship between flexible work arrangements on task performance & contextual performance. In contrast, innovative work behavior was not able to mediate the relationship between flexible work arrangements and counterproductive work behavior.

Keywords: *flexible work arrangements, employee performance, innovative work behavior, pandemic covid-19.*