

## ***INTISARI***

Pembatasan mobilitas di era pandemi COVID-19 menuntut sektor publik menerapkan sistem kerja dari rumah. Berdasarkan fenomena tersebut, penting untuk melihat secara mendalam terkait bagaimana pelaksanaan sistem kerja baru tersebut. Tujuan dari penelitian ini adalah untuk mengkaji praktik pelaksanaan konsep *flexible working arrangement* di BAPPEDA Kabupaten Bantul dalam bentuk sistem kerja dari rumah (*work from home*).

Penelitian ini berfokus untuk mengetahui tingkat efektivitas serta kendala dalam penerapan konsep *flexible working arrangement*. Pembahasan pada penelitian ini didasari oleh konsep *flexible working arrangement* yang diungkapkan dalam (Carlson et al., 2010). Jenis penelitian yang digunakan adalah penelitian campuran dengan pendekatan kuantitatif deskriptif dan kualitatif deskriptif, sedangkan teknik pengumpulan data yang digunakan adalah survei dan wawancara di BAPPEDA Kabupaten Bantul.

Hasil penelitian menunjukkan bahwa berdasarkan indikator efektivitas James L. Gibson yang meliputi tujuan, strategi, kebijakan, sarana dan prasarana, serta monitoring dan evaluasi dapat dikatakan bahwa penerapan konsep *flexible working arrangement* dalam bentuk WFH di BAPPEDA Kabupaten Bantul dapat berjalan efektif meskipun masih belum optimal di beberapa indikator. Terdapat kendala yg ditemui meliputi keterbatasan fasilitas teknologi, monitoring dan koordinasi kerja, kejelasan regulasi, efektivitas diskusi, serta manajemen kerja yang belum maksimal selama penerapan konsep *flexible working arrangement*.

**Kata kunci : flexible working arrangement, efektivitas, BAPPEDA Kabupaten Bantul, Kendala**

### ***ABSTRACT***

Mobility restrictions in the COVID-19 pandemic era force the public sector to implement a work from home system. Based on this phenomenon, it is important to look deeply into how the new work system was implemented. The aim of this study is to examine the practice of implementing the concept of flexible working arrangement in BAPPEDA Bantul Regency in the form of a work from home system (work from home).

This research focuses on knowing the level of effectiveness and constraints in applying the concept of flexible working arrangement. The discussion in this study is based on the concept of flexible working arrangement expressed in (Carlson et al., 2010). The type of research used is mixed research with descriptive quantitative and descriptive qualitative approaches, while the data collection techniques used are surveys and interviews in BAPPEDA Bantul Regency.

The results showed that based on James L. Gibson effectiveness indicators which includes goals, strategies, policies, facilities and infrastructure, as well as monitoring and evaluation it can be said that the application of the concept of flexible working arrangement in the form of WFH in BAPPEDA Bantul Regency can be effective although it is still not optimal in some indicators. Obtained obstacles include limitations on technology facilities, monitoring and work coordination, regulatory clarity, the effectiveness of discussions, as well as work management that have not been maximized during the application of the concept of flexible working arrangement.

**Keywords: flexible working arrangement, effectiveness, BAPPEDA Bantul Regency, Obstacles**