

PERAN *FLEXIBLE WORKING ARRANGEMENT* TERHADAP PERILAKU KERJA INOVATIF DENGAN *WORK MEANINGFULNESS* SEBAGAI MEDIATOR

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Abstrak. Perkembangan digitalisasi yang sangat pesat dan dalam menghadapi era VUCA, perusahaan berusaha menyesuaikan dengan melakukan inovasi secara terus menerus. Banyak perusahaan yang sudah menerapkan *flexible working arrangement* dengan *hybrid working*, *working from home*, dan *work from anywhere*. Penelitian ini membahas peran *flexible working arrangement* terhadap perilaku kerja inovatif dengan *work meaningfulness* sebagai variabel mediator. Pengambilan data akan dilakukan secara daring di PT X yang merupakan salah satu BUMN di Indonesia. Penelitian melibatkan 74 orang karyawan yang melakukan *flexible working arrangement*. Hasil *indirect effect* menunjukkan signifikan dengan nilai $b=0,131$ ($p<0,005$). Hasil penelitian menunjukkan bahwa *work meaningfulness* memiliki efek mediasi dalam hubungan antara *flexible working arrangement* dengan perilaku kerja inovatif.

Kata kunci : *flexible working arrangement*, perilaku kerja inovatif, *work meaningfulness*

Abstract. The digitalization development is very rapid and in facing the VUCA era, companies are trying to adapt by continuously innovating. Many companies have implemented flexible working arrangements with hybrid working, working from home, and work from anywhere. This study discusses the role of flexible working arrangements on innovative work behavior with work meaningfulness as a mediator variable. Data collection will be carried out online at PT X which is one of the State-Owned Enterprises (SOE) in Indonesia. The study involved 74 employees in a flexible working arrangement. The indirect effect results show a significant value of $b=0.131$ ($p<0.005$). The results show that work meaningfulness has mediating effect on the relationship between flexible working arrangements and innovative work behavior.

Keyword : flexible working arrangements, innovative work behavior, work meaningfulness

