

ABSTRAK

Pandemi Covid-19 yang melanda Indonesia berimbas tidak hanya kepada kesehatan saja, kegiatan pendidikan di Perguruan Tinggi pun merasakan imbasnya. Berdasarkan peraturan pemerintah tentang penanganan pandemi Covid-19, bagi perguruan tinggi yang tidak memenuhi syarat luring maka harus melakukan pekerjaan dari rumah atau (FWA) *Flexible Working Arrangement*. Unisma sedang mempersiapkan dirinya untuk menuju world class university, hal ini menjadi sangat menarik untuk diketahui respon PTS besar seperti Unisma dalam mengelola isu manajemen pendidikan tinggi ditengah badai pandemi Covid-19. Pengertian pengaturan fleksibilitas kerja berkembang pesat di Eropa dan sebagian Amerika. Bagi negara berkembang seperti Indonesia masih menjadi hal baru. Dengan keadaan pandemi Covid-19 pengaturan fleksibilitas kerja menjadi suatu keharusan. Dalam situasi pandemi setiap organisasi harus tetap menjaga atau menaikkan kepuasan kerja karyawannya agar kualitas dari sebuah organisasi terjaga. Ada tiga aspek pengaturan fleksibilitas kerja yang diperhatikan dalam menaikkan kepuasan kerja pada masa pandemi yakni *place flexibility*, *timing flexibility*, dan *time flexibility*. Penelitian dilakukan kepada tenik Unisma berjumlah 119 untuk menguji apakah aspek-aspek pengaturan fleksibilitas kerja berpengaruh secara signifikan terhadap kepuasan kerja. Dan untuk mengidentifikasi upaya yang dilakukan oleh pimpinan Unisma dalam hal kepuasan kerja. Dengan menggunakan uji t parsial ditemukan hanya *timing flexibility* yang berpengaruh secara signifikan terhadap kepuasan kerja. Dan juga ditemukan aspek *timing flexibility* dan *time flexibility* yang berpengaruh terhadap kepuasan kerja tenik perempuan.

Kata Kunci: Fleksibilitas Kerja, Kepuasan Kerja, manajemen, tenik perguruan tinggi.

ABSTRACT

The Covid-19 pandemic that hit Indonesia has affected not only health, but also educational activities in higher education institutions. based on government regulations regarding handling the Covid-19 pandemic for higher education institutions that do not meet offline requirements, they must do work from home or (FWA) Flexible Working Arrangement. Unisma is preparing itself to become a world class university, this is very interesting to know about the response of large private college like Unisma in managing issues of higher education management in the midst of the Covid-19 pandemic storm. The notion of work flexibility arrangements is developing rapidly in Europe and parts of America. For developing countries like Indonesian country it is still a new thing. With the Covid-19 pandemic, work flexibility arrangements are a must. In a pandemic situation, every organization must continue to maintain or increase the job satisfaction of its employees so that the quality of an organization is maintained. there are three aspects of setting work flexibility that are considered in increasing job satisfaction during a pandemic, namely place flexibility, timing flexibility, and time flexibility. The research was conducted on 119 students of Unisma to test whether the regulatory aspects of work flexibility have a significant effect on job satisfaction. And to identify the efforts made by Unisma's leadership in terms of job satisfaction. Using the partial t test, it was found that only timing flexibility had a significant effect on job satisfaction. It was also found that aspects of timing flexibility and time flexibility had an effect on female college staff.

Keywords: Job Flexibility, Job Satisfaction, management, college staff