

ABSTRAK

PERAN OTONOMI KERJA SEBAGAI MEDIATOR PENGARUH PENGATURAN KERJA FLEKSIBEL TERHADAP KETERLIBATAN KERJA DENGAN MODERASI KESELARASAN ORGANISASIONAL PERSEPSIAN Studi pada Kementerian Sekretariat Negara

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Penelitian ini bertujuan untuk mengeksplorasi bagaimana keselarasan organisasional persepsian memoderasi pengaruh pengaturan kerja fleksibel terhadap keterlibatan kerja yang telah dimediasi oleh otonomi kerja. Penelitian dilakukan di Kementerian Sekretariat Negara dengan kriteria responden merupakan Pegawai Negeri Sipil yang pernah melakukan kerja fleksibel dalam satu tahun terakhir. Metode pengumpulan data menggunakan kuesioner yang diisi oleh responden, sampel yang terkumpul sesuai kriteria sebanyak 117 responden. Metode analisis data menggunakan analisis deskriptif dan model regresi mediasi moderasi *process macros Hayes*. Hasil analisis menunjukkan bahwa pengaruh pengaturan kerja fleksibel terhadap keterlibatan kerja termediasi oleh otonomi kerja memiliki pengaruh yang positif. Selanjutnya, keselarasan organisasional persepsian sebagai moderator memiliki sebagian pengaruh positif pengaturan kerja fleksibel yang telah dimediasi oleh otonomi kerja.

Kata Kunci: pengaturan kerja fleksibel, keterlibatan kerja, otonomi kerja, keselarasan organisasional persepsian.

ABSTRACT

***THE ROLE OF WORK AUTONOMY AS A MEDIATOR OF THE
INFLUENCE OF FLEXIBLE WORK ARRANGEMENTS ON
WORK ENGAGEMENT WITH THE MODERATION OF
PERCEIVED ORGANIZATIONAL ALIGNMENT
Study at the Ministry of State Secretariat***

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This study aims to explore how perceived organizational alignment moderates the influence of flexible work arrangements on work engagement that has been mediated by job autonomy. The study was conducted at the Ministry of State Secretariat with the criteria that respondents were Civil Servants who had done flexible work in the past year. The data collection method used a questionnaire filled out by respondents, the sample collected according to the criteria was 117 respondents. The data analysis method used descriptive analysis and the Hayes process macros moderation mediation regression model. The results of the analysis showed that the influence of flexible work arrangements on work engagement mediated by job autonomy had a positive influence. Furthermore, perceived organizational alignment as a moderator had a partially positive influence on flexible work arrangements that had been mediated by job autonomy.

Keywords: *flexible work arrangements, job involvement, job autonomy, perceived organizational alignment.*