

INTISARI

Pandemi COVID-19 telah membawa perubahan signifikan dalam cara kita bekerja, dengan fleksibilitas kerja menjadi salah satu langkah untuk mewujudkan penyesuaian ini. Ketika perusahaan mulai kembali menerapkan kebijakan bekerja di kantor, tantangan baru muncul, termasuk peningkatan stres dan konflik-konflik lain yang dapat berdampak negatif pada kesejahteraan karyawan. Dalam konteks ini, penelitian ini bertujuan untuk mengkaji pengaruh fleksibilitas kerja persepsian terhadap kinerja karyawan, dengan kepuasan kerja dan stres kerja sebagai variabel mediasi.

Penelitian ini menggunakan pendekatan kuantitatif dengan pengumpulan data melalui kuesioner daring yang melibatkan 263 responden. Hipotesis diuji menggunakan metode *Partial Least Square* (PLS), dan hasilnya menunjukkan bahwa fleksibilitas kerja persepsian memiliki pengaruh signifikan terhadap kinerja karyawan. Selain itu, kepuasan kerja terbukti memediasi sebagian pengaruh positif fleksibilitas kerja persepsian terhadap kinerja, sementara stres kerja tidak berperan sebagai mediator yang signifikan.

Kata Kunci: Fleksibilitas Kerja Persepsian, Kinerja Karyawan, Kepuasan Kerja, Stres Kerja, Normal Baru, Pandemi Covid-19.

ABSTRACT

The COVID-19 pandemic has brought significant changes to the way we work, with workplace flexibility becoming a key measure to facilitate these adjustments. As companies begin to re-implement office-based work policies, new challenges have emerged, including increased stress and other conflicts that can negatively impact employee well-being. In this context, this study aims to examine the impact of perceived work flexibility on employee performance, with job satisfaction and work stress serving as mediating variables.

This study utilizes a quantitative approach, collecting data through an online questionnaire involving 263 respondents. Hypotheses were tested using the Partial Least Square (PLS) method, and the results show that perceived work flexibility has a significant impact on employee performance. Furthermore, job satisfaction partially mediates the positive effect of perceived work flexibility on performance, while work stress does not play a significant mediating role.

Keywords: Perceived Work Flexibility, Employee Performance, Job Satisfaction, Work Stress, New Normal, COVID-19 Pandemic.