

INTISARI

Kinerja pegawai memegang peranan penting dalam memastikan keberhasilan operasional suatu organisasi, termasuk di lingkungan Otoritas Jasa Keuangan (OJK). Seiring berkembangnya tren kerja fleksibel pasca pandemi COVID-19, OJK turut mengadopsi kebijakan pengaturan kerja fleksibel untuk menjaga keberlanjutan kerja dan produktivitas pegawai. Penelitian ini bertujuan untuk mengkaji pengaruh pengaturan kerja fleksibel terhadap kinerja pegawai dengan keterlibatan kerja sebagai variabel mediasi.

Penelitian dilakukan menggunakan pendekatan kuantitatif dengan metode pengumpulan data melalui kuesioner terhadap 187 responden dari Satuan Kerja Bidang Manajemen Strategis OJK. Pengujian hipotesis dilakukan menggunakan teknik Partial Least Square (PLS). Hasil analisis menunjukkan bahwa pengaturan kerja fleksibel berpengaruh signifikan terhadap kinerja pegawai, baik secara langsung maupun tidak langsung melalui keterlibatan kerja sebagai mediator.

Kata Kunci: Pengaturan Kerja Fleksibel, Kinerja Pegawai, Keterlibatan Kerja.

ABSTRACT

Employee performance plays a crucial role in ensuring the operational success of an organization, including within the Financial Services Authority (OJK). As the trend of flexible working continues to grow in the post-COVID-19 era, OJK has adopted flexible work arrangements to maintain work sustainability and employee productivity. This study aims to examine the effect of flexible work arrangements on employee performance, with work engagement as a mediating variable.

This research employs a quantitative approach with data collected through a questionnaire distributed to 187 respondents from the Strategic Management Work Unit at OJK. Hypotheses were tested using the Partial Least Squares (PLS) method. The results indicate that flexible work arrangements have a significant impact on employee performance, both directly and indirectly through work engagement as a mediating factor.

Keywords: Flexible Work Arrangements, Employee Performance, Work Engagement.