

INTISARI

Penelitian ini bertujuan untuk menganalisis pengaruh pengaturan kerja fleksibel terhadap konflik kerja-ke-keluarga dan intensi keluar yang dimediasi oleh *supportive work-family culture*. Data penelitian dikumpulkan melalui survei secara online menggunakan kuesioner yang disebarakan kepada para karyawan yang bekerja secara fleksibel dari berbagai sektor industri di Indonesia. Tercatat sebanyak 113 responden telah ikut berpartisipasi dalam survei ini. Data yang terkumpul dianalisis menggunakan metode *hierarchical regressions* dan pengujian sobel.

Secara keseluruhan, hipotesis-hipotesis pada penelitian ini didukung. Hasil penelitian menunjukkan bahwa: (1) Pengaturan kerja fleksibel berpengaruh negatif signifikan terhadap konflik kerja ke-keluarga (2) Pengaturan kerja fleksibel berpengaruh negatif signifikan terhadap intensi keluar (3) Pengaturan kerja fleksibel berpengaruh positif signifikan terhadap *supportive work-family culture* (4) *Supportive work-family culture* berpengaruh negatif signifikan terhadap konflik kerja-ke-keluarga (5) *Supportive work-family culture* berpengaruh negatif signifikan terhadap intensi keluar (6) *Supportive work-family culture* memediasi penuh pengaruh pengaturan kerja fleksibel terhadap konflik kerja-ke-keluarga (7) *Supportive work-family culture* memediasi sebagian pengaruh pengaturan kerja fleksibel terhadap intensi keluar.

Kata kunci: pengaturan kerja fleksibel, konflik kerja-ke-keluarga, intensi keluar, *supportive work family culture*.

ABSTRACT

This study aimed to analyze the influence of flexible work arrangements to work-to-family conflict and turnover intention mediated by supportive work-family culture. The research data were collected through an online survey using a questionnaire distributed to the employees who work flexibly from various industrial sectors in Indonesia. As many as 113 respondents have participated in this survey. The data were analyzed using hierarchical regressions and sobel.

Overall, the hypotheses in this study are supported. The results showed that: (1) flexible work arrangements have a significant negative effect on the work-to-family conflict (2) flexible work arrangements have a significant negative effect on the turnover intention (3) flexible work arrangements have a significant positive effect on the supportive work-family culture (4) supportive work-family culture have a significant negative effect on the work-to-family conflict (5) supportive work-family culture have a significant negative effect on the turnover intention (6) supportive work-family culture fully mediate the effect of flexible work arrangements on the work-to-family conflict (7) supportive work-family culture partially mediate the effect of flexible work arrangements to the turnover intention.

Keywords: flexible work arrangements, work-to-family conflict, turnover intention, supportive work-family culture.