

ABSTRAK

PENGARUH *FLEXIBLE WORK ARRANGEMENT* DAN *EMPLOYEE ENGAGEMENT* TERHADAP KINERJA KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL *INTERVENING* DI PERUSAHAAN STAIRWAY GAMES YOGYAKARTA

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh *flexible work arrangement* terhadap kinerja, (2) pengaruh *employee engagement* terhadap kinerja, (3) pengaruh *flexible work arrangement* terhadap kinerja yang dimediasi oleh kepuasan kerja, (4) pengaruh *employee engagement* terhadap kinerja yang dimediasi oleh kepuasan kerja. Teknik pengambilan sampel menggunakan teknik *sampling* jenuh. Data diperoleh dengan membagikan kuesioner tentang *flexible work arrangement*, *employee engagement*, kinerja karyawan, dan kepuasan kerja dengan total 70 responden. Analisis data menggunakan *Partial Least Square* dan menggunakan *SmartPLS* 3.0. Hasil penelitian menunjukkan bahwa: (1) *flexible work arrangement* tidak berpengaruh secara signifikan terhadap kinerja, (2) *employee engagement* tidak berpengaruh secara signifikan terhadap kinerja, (3) kepuasan kerja memediasi penuh *flexible work arrangement* terhadap kinerja, (4) kepuasan kerja memediasi penuh *employee engagement* terhadap kinerja.

Kata kunci : *flexible work arrangement*, *employee engagement*, kinerja, kepuasan kerja

ABSTRACT

THE EFFECT OF FLEXIBLE WORK ARRANGEMENT AND EMPLOYEE ENGAGEMENT ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS AN INTERVENING VARIABLE IN STAIRWAY GAMES COMPANY, YOGYAKARTA

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This study aims to determine: (1) the effect of flexible work arrangements on performance, (2) the effect of employee engagement on performance, (3) the effect of flexible work arrangements on performance mediated by job satisfaction, (4) the effect of employee engagement on performance mediated by job satisfaction. The sampling technique used was saturated sampling technique. Data were collected by distributing a questionnaire about flexible work arrangements, employee engagement, employee performance and job satisfaction to 70 respondents. Data analysis uses Partial Least Square and uses SmartPLS 3.0. The results of this study showed that: (1) flexible work arrangement did not significantly influence performance, (2) employee engagement did not significantly influence performance, (3) job satisfaction fully mediated flexible work arrangement on performance, (4) job satisfaction fully mediated employee engagement on performance.

Keywords : flexible work arrangement, employee engagement, performance, job satisfaction