

ABSTRAK

Sambodo, Zinnennina Adestie. 2024. Hubungan *Flexible Working Arrangement* dan *Employee Engagement* pada Karyawan Generasi Z. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui hubungan antara *flexible working arrangement* dan *employee engagement* pada karyawan generasi Z. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara *flexible working arrangement* dan *employee engagement* pada karyawan generasi Z. Penelitian ini melibatkan 282 partisipan yang merupakan karyawan generasi Z dan sudah bekerja minimal 6 bulan dalam suatu perusahaan atau instansi. Alat ukur yang digunakan meliputi *Employee Engagement Scale* berjumlah 12 item ($\alpha = 0.920$) dan Skala *Flexible Working Arrangement* berjumlah 12 item ($\alpha = 0.899$). Hasil analisis korelasi menunjukkan bahwa hipotesis dalam penelitian ini diterima, yakni terdapat hubungan signifikan dan positif ($p=0.001$; $r=0.180$) antara *flexible working arrangement* dan *employee engagement* pada karyawan generasi Z di Indonesia. Artinya, semakin tinggi *flexible working arrangement*, semakin tinggi tingkat *employee engagement* pada karyawan generasi Z. Hasil analisis tambahan menunjukkan bahwa tipe *flexplace* memiliki hubungan yang signifikan dengan *employee engagement* ($p<0.001$; $r=0.206$), tetapi tipe *flextime* tidak memiliki hubungan dengan *employee engagement*. Temuan lain dalam penelitian ini menunjukkan bahwa tidak terdapat perbedaan tingkat *employee engagement* berdasarkan jenis kelamin, status pekerjaan, level jabatan, dan masa kerja.

Kata kunci: *flexible working arrangement*, *employee engagement*, karyawan generasi Z

ABSTRACT

Sambodo, Zinnennina Adestie. 2024. The Correlation between Flexible Working Arrangement and Employee Engagement among Generation Z Employees. *Thesis*. Yogyakarta: Psychology, Psychology Faculty, Sanata Dharma University.

This study aimed to determine the relationship between flexible working arrangement and employee engagement among generation Z employees. The hypothesis proposed in this research is a positive relationship between flexible working arrangement and employee engagement among generation Z employees. This research involved 282 participants who were generation Z employees and had worked for a minimum duration of 6 months. The measuring instruments used include the 12-items Employee Engagement Scale ($\alpha = 0.920$) and 12-items Flexible Working Arrangement Scale ($\alpha = 0.899$). The results of the correlation analysis showed that the hypothesis in this study is accepted, namely that there is a significant and positive relationship ($p=0.001$; $r=0.180$) between flexible working arrangement and employee engagement among generation Z employees in Indonesia. Herewith, the higher flexible working arrangement, the higher employee engagement level of generation Z employees. Additional analysis results showed that flexplace type has a significant relationship with employee engagement ($p<0.001$; $r=0.206$), while flextime type has no relationship with employee engagement. Other findings in this research showed that there are no differences in employee engagement levels based on gender, work status, position level, and work tenure.

Key words: *flexible working arrangement, employee engagement, generation Z employees*