

ABSTRACT

THE RELATIONSHIP BETWEEN FLEXIBLE WORKING ARRANGEMENTS AND JOB SATISFACTION WITH EMPLOYEE PRODUCTIVITY AT PT PLN NUSANTARA POWER UP PUNAGAYA

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Introduction Flexible Working Arrangement is a work system that gives employees the freedom to determine their working hours and location according to their personal needs, without reducing productivity or performance.

Objective This study aims to analyze the relationship between the implementation of Flexible Working Arrangement and job satisfaction with employee productivity levels at PT PLN Nusantara Power UP Punagaya.

Methods This research uses a quantitative method with a cross-sectional analytical approach. The research location was at PT. PLN Nusantara Power UP Punagaya. The research population included all permanent employees, with a sample size of 63 people selected using purposive sampling. Data were collected using an online questionnaire and analyzed using Fisher's Exact Test.

Results The results of this study indicate that there is a relationship between Flexible Working Arrangement and work productivity, with a value of ($p = 0.000$). Similarly, there is a relationship between job satisfaction and work productivity with a value of ($p = 0.000$). This means that there is a relationship between Flexible Working Arrangement and job satisfaction with the work productivity of PT. PLN Nusantara Power Up Punagaya employees.

Conclusion The conclusion of this study is that there is a significant relationship between Flexible Working Arrangements and job satisfaction with employee productivity. The researchers suggest that the company continue to develop a structured flexible work system and pay attention to job satisfaction factors in order to improve overall employee performance and welfare. For further research, it is recommended to expand the sample scope and include other variables, such as work motivation, work stress, and leadership style.

Keywords: Flexible Working Arrangement, Satisfaction, Productivity



ABSTRAK

HUBUNGAN *FLEXIBLE WORKING ARRANGEMENT* DAN KEPUASAN KERJA DENGAN PRODUKTIVITAS KERJA KARYAWAN PT PLN NUSANTARA POWER UP PUNAGAYA

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Flexible Working Arrangement (FWA) adalah sistem kerja yang memberi keleluasaan bagi karyawan dalam menentukan waktu dan lokasi kerja sesuai kebutuhan pribadi, tanpa harus mengurangi produktivitas maupun kinerja. Penelitian ini bertujuan untuk menganalisis hubungan antara penerapan FWA dan kepuasan kerja dengan tingkat produktivitas karyawan di PT PLN Nusantara Power UP Punagaya.

Jenis penelitian ini menggunakan metode kuantitatif dengan pendekatan analitik *cross-sectional*. Lokasi penelitian dilakukan di PT. PLN Nusantara Power UP Punagaya. Populasi penelitian mencakup seluruh karyawan tetap, dengan jumlah sampel 63 orang yang dipilih melalui teknik *purposive sampling*. Data dikumpulkan menggunakan kuesioner online dan dianalisis dengan uji alternatif *Fisher's Exact Test*.

Hasil penelitian ini menunjukkan bahwa ada hubungan antara *Flexible Working Arrangement* (FWA) dengan produktivitas kerja diperoleh nilai ($p = 0,000$). Begitu pula, ada hubungan antara kepuasan kerja dengan produktivitas kerja diperoleh nilai ($p = 0,000$). Hal ini berarti terdapat hubungan antara *Flexible Working Arrangement* (FWA) dan kepuasan kerja dengan produktivitas kerja karyawan PT. PLN Nusantara Power Up Punagaya.

Simpulan penelitian ini menyimpulkan bahwa adanya hubungan signifikan antara *Flexible Working Arrangement* (FWA) dan kepuasan kerja dengan produktivitas karyawan. Peneliti menyarankan agar perusahaan terus mengembangkan sistem kerja fleksibel yang terstruktur dan memperhatikan faktor kepuasan kerja, guna meningkatkan kinerja serta kesejahteraan karyawan secara menyeluruh dan Untuk penelitian selanjutnya, disarankan memperluas cakupan sampel dan memasukkan variabel lain, seperti motivasi kerja, stres kerja, serta gaya kepemimpinan.

Kata Kunci : *Flexible Working Arrangement* (FWA), Kepuasan, Produktivitas

Daftar Pustaka :78 (2018-2025)