

# **Pengaruh Flexible Work Arrangement Terhadap Employee Performance Pada Pekerja di Perusahaan Startup Indonesia dengan Peran Mediasi Work Engagement dan Supervisor Support = The Effect of Flexible work arrangement on Employee performance on Employees in Indonesian Startup Companies with The Mediating Role of Work Engagement and Supervisor Support**

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## **Abstrak**

Perusahaan perlu kemampuan adaptasi dalam memberikan lingkungan kerja yang fleksibel yang memiliki dampak langsung dan/atau tidak langsung pada kinerja pekerjaan. Flexible work arrangement (FWA) saat ini sudah menjadi tren di banyak perusahaan. Penelitian ini bertujuan untuk menganalisis FWA terhadap employee performance dengan supervisor support dan work engagement sebagai mediasi. Jenis penelitian yang digunakan adalah kuantitatif dengan pengambilan data melalui metode survei. Jumlah responden terkumpul sebanyak 316 karyawan yang bekerja perusahaan startup digital di Indonesia. Data diolah menggunakan metode analisis Structural Equation Model (SEM). Hasil penelitian menunjukkan melalui mediasi work engagement dan supervisor support berpengaruh pada hubungan FWA terhadap employee performance. Hasil penelitian menunjukkan work engagement sebagai mediasi hubungan antara supervisor support dan employee performance. Supervisor support dalam bentuk dukungan bantuan pada karyawan membuat mereka merasa lebih dihargai sehingga memengaruhi kinerja pekerjaan dan keterlibatan kerja yang tinggi meningkatkan kinerja karyawan saat menggunakan pengaturan kerja fleksibel.

.....To cope with unprecedented change, remote work provides organizations with an option for a flexible work arrangement (FWA) environment to maintain performance during turbulent situations, recent research has reported that the practice has gained popularity among employees. It is essential to deepen our knowledge about the performance of employees in the context of FWA because the results of previous studies are contradictory. This study aims to examine the mediating role of work engagement and supervisor support on the relationship between FWA and employee performance. The data were collected from 316 employees working in digital startup companies in Indonesia. The research is analyzed using structural equation modeling (SEM). The results show work engagement and supervisor support as a mediating role have an effect on the relationship between FWA and employee performance. The results found work engagement as a mediating relationship between supervisor support and employee performance. Supervisory support in the form of support for employees makes them feel more valued so it affects job performance and high work involvement improves employee performance while practicing flexible work arrangements