

PENGARUH *FLEXIBLE WORK ARRANGEMENT* DAN *WORK LIFE BALANCE* TERHADAP *EMPLOYEE PERFORMANCE* DENGAN *WORK ENGAGEMENT* SEBAGAI VARIABEL MEDIASI PADA KARYAWAN GENERASI Z DI DAERAH ISTIMEWA YOGYAKARTA

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ABSTRAKSI

Penelitian ini bertujuan mengetahui pengaruh *flexible work arrangement* dan *work life balance* terhadap *employee performance* yang dimediasi oleh *work engagement* pada karyawan generasi z di Daerah Istimewa Yogyakarta. Fenomena yang menjadi viiocus utama dalam penelitian ini adalah karena *flexible work arrangement* adalah sistem kerja yang memberikan karyawan kebebasan untuk bekerja dengan waktu dan lokasi yang sesuai dengan preferensi mereka. Metode dalam penelitian menggunakan analisis deskriptif dan kuantitatif. Populasi dari penelian ini adalah generasi z di Daerah Istimewa Yogyakarta. Teknik pengambilan sampel menggunakan rumus Lemeshow karena populasi yang dituju terlalu besar dengan jumlah yang berubah-ubah, dengan 100 responden yang terkumpul. Metode yang digunakan untuk menganalisis data menggunakan SEM-Pls. Hasil analisis dalam penelitian ini menunjukkan bahwa: 1) *flexible work arrangement* berpengaruh positif dan signifikan terhadap *employee performance*, 2) *flexible work arrangement* berpengaruh positif terhadap *work engagement*, 3) *work engagement* memediasi *flexible work arrangement* dan *employee performance*, 4) *work life balance* berpengaruh positif dan signifikan terhadap *employee performance*, 5) *work life balance* berpengaruh positif terhadap *work engagement*, 6) *work engagement* memediasi *work life balance* dan *employee performance*, 7) *work engagement* berpengaruh positif dan signifikan terhadap *employee performance*.

Kata kunci: *flexible work arrangement*, *work life balance*, *work engagement*, *employee performance*, generasi z.

**The Impact of Flexible Work Arrangements and Work-Life Balance on
Employee Performance with Work Engagement as a Mediating Variable for
Generation Z Employees in the Special Region of Yogyakarta**

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ABSTRACT

This study aims to determine the influence of flexible work arrangements and work-life balance on employee performance mediated by work engagement among Generation Z employees in the Special Region of Yogyakarta. The main focus of this study is the phenomenon that flexible work arrangements are a work system that provides employees with the freedom to work at times and locations that suit their preferences. The research method uses descriptive and quantitative analysis. The population of this study is Generation Z in the Special Region of Yogyakarta. The sampling technique uses the Lemeshow formula because the target population is too large with a changing number, with 100 respondents collected. The method used to analyze the data is SEM-PLS. The results of the analysis in this study show that: 1) flexible work arrangements have a positive and significant effect on employee performance, 2) flexible work arrangements have a positive effect on work engagement, 3) work engagement mediates the relationship between flexible work arrangements and employee performance, 4) work-life balance has a positive and significant effect on employee performance, 5) work-life balance has a positive effect on work engagement, 6) work engagement mediates the relationship between work-life balance and employee performance, 7) work engagement has a positive and significant effect on employee performance.

Keywords: *flexible work arrangement, work life balance, work engagement, employee performance, generasi z.*