

PENGARUH FLEKSIBILITAS WAKTU KERJA, *EMPLOYEE ENGAGEMENT*, DAN PERSEPSI DUKUNGAN ORGANISASI TERHADAP KESEJAHTERAAN KERJA KARYAWAN MAGANG PADA PERUSAHAAN BERBASIS *REMOTE*

RIFKY MAULANA FIRMANSYAH

141220304

Program Studi Manajemen Fakultas Ekonomi dan Bisnis

Universitas Pembangunan Nasional “Veteran” Yogyakarta

141220304@student.upnyk.ac.id

ABSTRACT

This study aims to analyze the effect of work time flexibility, *employee engagement*, and *perceived organizational support* on the work *well-being* of internship employees in a *remote*-based company. The research was conducted at PT Kunci Hukum Indonesia, a legal services company that fully implements a *remote* and target-based working system. This study employed a quantitative approach with an explanatory research design. The population consisted of all *Batch 7* internship employees totaling 90 individuals, and the entire population was used as the sample through a *total sampling* technique. Data were collected using a Likert-scale questionnaire and analyzed through descriptive analysis and multiple linear *regression*.

The results showed that work time flexibility, *employee engagement*, and *perceived organizational support* simultaneously had a significant effect on internship employees' work *well-being*. Partially, work time flexibility had a negative and insignificant effect on work *well-being*. In contrast, *employee engagement* had a positive and significant effect on work *well-being*, and *perceived organizational support* also had a positive and significant effect on work *well-being*. The *R Square* value of 0.367 indicates that the three independent variables explained 36.7% of the variation in internship employees' work *well-being*. These findings confirm that in a *remote working* system, internship employees' work *well-being* is not only determined by work time flexibility, but also by psychological engagement with work and the organizational support perceived by employees.

Keywords: work time flexibility; *employee engagement*; *perceived organizational support*; work *well-being*; internship employees; *remote working*.