

ABSTRAK

Penelitian ini bertujuan untuk mendeskripsikan dan menganalisis : 1. Pengaruh Flexible Working Arrangement terhadap Work Life Balance. 2. Pengaruh Social Support terhadap Work Life Balance. 3. Pengaruh Normative Commitment terhadap Work Life Balance. 4. Pengaruh Flexible Working Arrangement terhadap Kinerja SDM. 5. Pengaruh Social Support terhadap Kinerja SDM. 6. Pengaruh Normative Commitment terhadap Kinerja SDM. 7. Pengaruh Work Life Balance terhadap Kinerja SDM. Responden dalam penelitian ini adalah Aparatur Sipil Negara yang berprofesi sebagai Guru di Kota Semarang.

Metode yang digunakan dalam penelitian ini adalah metode kuantitatif korelasional, yang bertujuan untuk mendapatkan informasi dari fenomena terhadap individu yang diteliti dan mengetahui ada atau tidaknya hubungan Flexible Working Arrangement, Social Support, Normative Commitment terhadap Kinerja SDM dengan Work Life Balance sebagai variabel intervening. Teknik analisis yang digunakan dalam penelitian ini adalah analisis regresi linier berganda dengan menggunakan alat bantu software SPSS versi 25.

Hasil penelitian ini menunjukkan bahwa Flexible Working Arrangement, Social Support, dan Normative Commitment berpengaruh positif dan signifikan terhadap Work Life Balance. Flexible Working Arrangement, Social Support, Normative Commitment, dan Work Life Balance berpengaruh positif dan signifikan terhadap Kinerja SDM. Work Life Balance dapat menjadi variabel intervening hubungan antara Flexible Working Arrangement, Social Support, Normative Commitment terhadap Kinerja SDM.

Kata kunci : Flexible Working Arrangement, Social Support, Normative Commitment, Work Life Balance, dan Kinerja SDM

ABSTRACT

This study aims to describe and analyze: 1. Effect of Flexible Working Arrangement Work Life Balance. 2. Effect of Social Support on Work Life Balance. 3. The Influence of Normative Commitment on Work Life Balance. 4. The Influence of Flexible Work Arrangements on HR Performance. 5. The Effect of Social Support on HR Performance. 6. The Effect of Normative Commitment on HR Performance. 7. Effect of Work Life Balance on HR Performance. Respondents in this study are State Civil Apparatus who work as teachers in the city of Semarang.

The method used in this research is correlational quantitative method, which aims to obtain information from the phenomenon of the individual being studied and determine whether or not there is a relationship between Flexible Working Arrangement, Social Support, Normative Commitment to HR Performance with Work Life Balance as an intervention variable. The analytical technique used in this study is multiple linear regression analysis using SPSS version 25 software tools.

The results of this study indicate that Flexible Work Arrangements, Social Support, and Normative Commitment have a positive and significant effect on Work Life Balance. Flexible Work Arrangements, Social Support, Normative Commitment, and Work-Life Balance have a positive and significant impact on HR performance. Work Life Balance can be a variable that intervenes in the relationship between Flexible Working Arrangement, Social Support, Normative Commitment to HR Performance.

Keywords : *Flexible Working Arrangement, Social Support, Normative Commitment, Work Life Balance, dan Kinerja SDM*