

## ABSTRAK

### **PENGARUH *FLEXIBLE WORKING SPACE*, *WORK LIFE BALANCE*, DAN *EMPLOYEE ENGAGEMENT* TERHADAP KINERJA PEGAWAI DIREKTORAT JENDERAL KEKAYAAN NEGARA, KEMENTERIAN KEUANGAN REPUBLIK INDONESIA**

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Kinerja pegawai merupakan pola perilaku dan tindakan dari para pegawai yang relevan dengan tujuan organisasi. Kinerja pegawai dipengaruhi diantaranya oleh kebijakan dan dinamika yang terjadi pada organisasi, seperti implementasi pengaturan ruang kerja fleksibel, keseimbangan kehidupan dan pekerjaan, dan keterikatan pegawai. Penelitian ini bertujuan untuk menganalisis pengaruh *flexible working space*, *work life balance*, dan *employee engagement* terhadap kinerja pegawai Direktorat Jenderal Kekayaan Negara, Kementerian Keuangan Republik Indonesia. Penelitian ini menggunakan pendekatan metode kuantitatif dan dianalisis menggunakan model regresi linier. Data yang digunakan dalam penelitian ini diperoleh dari tanggapan 478 pegawai Direktorat Jenderal Kekayaan Negara, Kementerian Keuangan Republik Indonesia yang dipilih dengan menggunakan metode *purposive sampling*. Hasil yang diperoleh dari penelitian ini adalah variabel *flexible working space*, variabel *work life balance*, dan variabel *employee engagement* berpengaruh positif dan signifikan terhadap kinerja pegawai Direktorat Jenderal Kekayaan Negara, Kementerian Keuangan Republik Indonesia. Oleh karenanya seluruh hipotesis dalam penelitian ini terdukung.

Penelitian ini menyarankan kepada organisasi Direktorat Jenderal Kekayaan Negara, Kementerian Keuangan Republik Indonesia untuk meningkatkan implementasi *flexible working space* dengan memfasilitasi lingkungan unit kerja dengan melengkapi sarana dan prasarana tempat kerja berbasis aktivitas, mendorong pegawai meningkatkan kompetensi dengan mengoptimalkan pemanfaatan ekosistem pembelajaran terpadu melalui Kemenkeu *Corporate University*, meningkatkan perhatian terhadap kebutuhan pegawai dalam pekerjaan, dengan menciptakan suasana dan lingkungan kerja yang nyaman, serta memberikan motivasi lebih kepada para pegawai dengan pemberian penghargaan (*reward*) bagi pegawai dengan kontribusi dan kinerja yang luar biasa bagi organisasi, diluar sistem *reward* yang telah ditetapkan.

**Kata Kunci:** *Flexible Working Space*, *Work Life Balance*, *Employee Engagement*, Kinerja Pegawai

## **ABSTRACT**

### **THE INFLUENCE OF FLEXIBLE WORKING SPACE, WORK LIFE BALANCE AND EMPLOYEE ENGAGEMENT ON EMPLOYEE PERFORMANCE AT DIRECTORATE GENERAL OF STATE ASSET MANAGEMENT, MINISTRY OF FINANCE OF THE REPUBLIC OF INDONESIA**

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Employee performance is a pattern of behavior and actions of employees that are relevant to organizational goals. Employee performance is influenced, among other things, by policies and dynamics that occur in the organization, such as the implementation of flexible workspace arrangements, work life balance, and employee engagement. This research aims to analyze the effect of flexible working space, work life balance, and employee engagement on the performance of the Directorate General of State Asset Management (DGSAM) Ministry of Finance of The Republic of Indonesia employees. This research was conducted using a quantitative method approach and analyzed using linear regression models. The data used in this research was obtained from the responses of 478 employees of the DGSAM that chosen using purposive sampling method. The results obtained from this research are that the flexible working space variable, the work life balance variable, and the employee engagement variable has a positive and significant effect on the performance of employees of the DGSAM. Therefore all hypotheses in this research are supported.

This research suggested to the DGSAM organization to improve the implementation of flexible working space by facilitating the work unit environment by completing activity based workplace facilities and infrastructure, to encourage employees to increase their competence by optimizing the use of integrated learning ecosystems through The Ministry of Finance Corporate University, increasing attention to employee needs at work, by creating a comfortable working atmosphere and environment, as well as providing more motivation to employees by providing rewards for employees with extraordinary contributions and performance for the organization, in addition to the reward system that has been established.

**Keywords: Flexible Working Space, Work Life Balance, Employee Engagement, Employee Performance**