

ABSTRAK

PENGARUH WAKTU KERJA FLEKSIBEL DAN KOMPENSASI TERHADAP *EMPLOYEE WELL-BEING* PADA DOSEN PERGURUAN TINGGI DI INDONESIA DENGAN *WORK-LIFE BALANCE* SEBAGAI VARIABEL MEDIASI

Oleh:

(Muhammad Dio Febrian)

Pengaturan waktu kerja fleksibel telah diterapkan di Indonesia, khususnya bagi dosen yang bertanggung jawab dalam pengajaran, penelitian, dan pengabdian kepada masyarakat. Sistem Beban Kerja Dosen (BKD) dan Satuan Kredit Semester (SKS) menjadi dasar pengaturan beban kerja tersebut, yang kini didukung oleh kebijakan kerja fleksibel untuk meningkatkan kesejahteraan dosen. Penelitian ini bertujuan menganalisis pengaruh waktu kerja fleksibel dan kompensasi terhadap *employee well-being* pada dosen, dengan *work-life balance* sebagai variabel mediasi. Pendekatan kuantitatif digunakan dengan responden dosen dari berbagai perguruan tinggi. Uji validitas konvergen dilakukan melalui nilai *loading factor* dan *AVE*, sedangkan reliabilitas diuji menggunakan *composite reliability* dan *Cronbach's alpha*. Hasil analisis menunjukkan bahwa waktu kerja fleksibel berpengaruh signifikan terhadap *work-life balance* dan *well-being* dosen, baik secara langsung maupun melalui mediasi. Namun, kompensasi tidak berpengaruh signifikan terhadap *work-life balance*, dan pengaruh tidak langsung kompensasi terhadap *employee well-being* melalui *work-life balance* juga tidak signifikan. Sementara itu, secara langsung kompensasi tetap memberikan pengaruh signifikan terhadap *employee well-being* dosen. Temuan ini menekankan pentingnya penerapan kebijakan kerja fleksibel dan sistem kompensasi yang adil dalam mendukung kesejahteraan dan produktivitas dosen di perguruan tinggi.

Kata Kunci : Waktu Kerja Fleksibel, Kompensasi, *Work-Life Balance*, *Employee Well-Being*, Dosen, dan Perguruan Tinggi

ABSTRACT

THE INFLUENCE OF FLEXIBLE WORKING HOURS AND COMPENSATION ON EMPLOYEE WELL-BEING AMONG UNIVERSITY LECTURERS IN INDONESIA WITH WORK-LIFE BALANCE AS A MEDIATING VARIABLE

By:

(Muhammad Dio Febrian)

Flexible working hours arrangements have been implemented in Indonesia, particularly for university lecturers who are responsible for teaching, research, and community service. The Lecturer Workload System (BKD) and Semester Credit Units (SKS) serve as the basis for workload regulation, now supported by flexible work policies to enhance lecturers' well-being. This study aims to analyze the influence of flexible working hours and compensation on employee well-being among lecturers, with work-life balance as a mediating variable. A quantitative approach was employed, with lecturers from various universities as respondents. Convergent validity was tested using loading factor and average variance extracted, while reliability was assessed through composite reliability and Cronbach's alpha. The results show that flexible working hours significantly affect both work-life balance and lecturers' well-being, directly and through mediation. However, compensation has no significant effect on work-life balance and does not indirectly influence well-being through the mediating variable. Nevertheless, compensation still has a direct significant effect on employee well-being. These findings highlight the importance of implementing flexible work policies and maintaining a fair compensation system to support the well-being and productivity of university lecturers.

Keywords: *Flexible Working Hours, Compensation, Work-Life Balance, Employee Well-Being, Lecturers, Higher Education Institutions.*