ABSTRAK

PENGARUH *FLEXIBLE WORK ARRANGEMENT* DAN *WORK LIFE BALANCE* TERHADAP KINERJA DOSEN PERGURUAN TINGGI NEGERI DI KOTA BANDAR LAMPUNG

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Penelitian ini bertujuan untuk memahami pengaruh *flexible work arrangement* dan *work life balance* terhadap kinerja karyawan, khususnya dosen pada perguruan tinggi negeri di Kota Bandar Lampung. Metode yang digunakan adalah *non-probability sampling*, data dikumpulkan menggunakan teknik *convenience sampling* kepada 109 dosen perguruan tinggi negeri di Kota Bandar Lampung. Uji validitas dan reliabilitas dilakukan dengan cara melakukan uji *Confirmatory Factor Analysis* dan Cronbach's Alpha. Kemudian uji kolmogorov smirnov dilakukan untuk menguji distribusi data. Uji hipotesis dilakukan dengan melihat nilai *t-value* dan nilai signifikan pada regresi berganda. Hasil penelitian menunjukkan hipotesis 1 didukung yaitu *flexible work arrangement* berpengaruh positif dan signifikan terhadap kinerja karyawan pada dosen perguruan tinggi negeri di Kota Bandar Lampung. Sedangkan hipotesis 2 tidak didukung yaitu *work life balance*, tidak bepengaruh positif dan signifikan terhadap kinerja karyawan pada dosen perguruan tinggi negeri di Kota Bandar Lampung. Oleh karena itu, instansi perlu meningkatkan komitmen karyawan, mendorong keseimbangan kehidupan kerja pribadi, serta memperkuat penyelarasan tujuan individu dan organisasi, guna menciptakan lingkungan kerja yang produktif dan berkelanjutan.

Kata Kunci: *Flexible Work Arrangement, Work Life Balance*, Kinerja Karyawan, Perguruan tinggi negeri.

ABSTRACT

THE EFFECT OF FLEXIBLE WORK ARRANGEMENT AND WORK LIFE BALANCE ON THE PERFORMANCE OF STATE UNIVERSITY LECTURERS IN BANDAR LAMPUNG CITY

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This study aims to understand the effect of flexible work arrangement and work life balance on employee performance, especially lecturers at state universities in Bandar Lampung City. The method used is non-probability sampling, data was collected using convenience sampling techniques to 109 lecturers at state universities in Bandar Lampung City. Validity and reliability tests were carried out by conducting Confirmatory Factor Analysis and Cronbach's Alpha tests. Then the Kolmogorov Smirnov test was carried out to test the data distribution. Hypothesis testing was carried out by looking at the t-value and significant value in multiple regression. The results of the study showed that hypothesis 1 was supported, namely flexible work arrangement had a positive and significant effect on employee performance at state university lecturers in Bandar Lampung City. While hypothesis 2 was not supported, namely work life balance did not have a positive and significant effect on employee performance at state university lecturers in Bandar Lampung City. Therefore, agencies need to increase employee commitment, encourage personal work life balance, and strengthen the alignment of individual and organizational goals, in order to create a productive and sustainable work environment.

Keywords: Flexible Work Arrangement, Work Life Balance, Employee Performance, State universities.