

# HUBUNGAN ANTARA *FLEXIBLE WORKING ARRANGEMENT* DENGAN KEPUASAN KERJA PADA *DRIVER* GRAB KABUPATEN WONOSOBO

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## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *flexible working arrangement* dan kepuasan kerja pada *Driver* Komunitas Grab Kabupaten Wonosobo. *Flexible working arrangement* didefinisikan sebagai pengaturan jadwal kerja fleksibel, yang diartikan sebagai pilihan waktu serta tempat kerja secara formal atau informal dalam menjembatani karyawan pada aturan mengenai lamanya (*time flexibility*), kapan (*timing flexibility*), dan di mana (*place flexibility*). Kepuasan kerja merupakan reaksi emosional dari individu, yaitu perasaan tidak puas maupun puas atas kinerjanya. Penilaiannya meliputi pekerjaan itu sendiri, besar gaji yang diperoleh, peluang promosi kerja bagi karyawan. Populasi dalam penelitian ini berjumlah 97 karyawan dan sampel penelitian berjumlah 50 karyawan yang ditentukan dengan sampling insidental. Pengumpulan data menggunakan Skala *flexible working arrangement* (15 aitem,  $\alpha = 0,865$ ) dan Skala Kepuasan Kerja (30 aitem,  $\alpha = 0,951$ ). Analisis data dilakukan dengan teknik Analisis Regresi yang menunjukkan  $r_{xy} = 0,394$  dengan  $p = 0,005$  ( $p < 0,05$ ), artinya terdapat hubungan yang positif dan signifikan antara kedua variabel. Penelitian ini memperlihatkan jika *Driver* Komunitas Grab Kabupaten Wonosobo mempunyai tingkat *flexibilitas working arrangement* yang tinggi, maka tingkat kepuasan kerja yang dimiliki juga tinggi.

**Kata kunci :** *Flexible working arrangement*, fleksibilitas kerja, kepuasan kerja, *driver* grab

# **RELATIONSHIP BETWEEN FLEXIBLE WORKING ARRANGEMENT AND JOB SATISFACTION IN GRAB DRIVERS WONOSOBO DISTRICT**

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## **ABSTRACT**

This study aims to determine the relationship between flexible working arrangements and job satisfaction in Grab Community Drivers in Wonosobo Regency. A flexible working arrangement is defined as setting a flexible work schedule, which is defined as a choice of time and place of work formally or informally in bridging employees on rules regarding length (time flexibility), when (timing flexibility), and where (place flexibility). Job satisfaction is an emotional reaction from individuals, namely feelings of dissatisfaction or satisfaction with their performance. The assessment includes the work itself, the amount of salary earned, job promotion opportunities for employees. The population in this research is 97 employees and the research sample is 50 employees which is determined by incidental sampling. Data collection uses a flexible working arrangement scale (15 item,  $\alpha = 0.865$ ) and job satisfaction scale (30 item,  $\alpha = 0.951$ ). Data analysis was carried out using the Regression Analysis technique which showed  $r_{xy} = 0.394$  with  $p = 0.005$  ( $p < 0.05$ ), meaning that there was a positive and significant relationship between the two variables. This study shows that if the Grab Community Drivers in Wonosobo Regency have a high level of working arrangement flexibility, then the level of job satisfaction they have is also high.

**Keywords:** flexible working arrangement, work flexibility, job satisfaction, grab driver

