

ABSTRACT

This study aims to examine the effect of work flexibility on the performance of millennial employees in marketplace companies in Indonesia. The research is motivated by the growing implementation of flexible work systems in the digital era, which require organizations to maintain employee productivity and effectiveness. A quantitative approach was employed using a survey method involving 130 respondents selected through purposive sampling. The respondents consisted of millennial employees working in marketplace companies in Indonesia who had experience with flexible work arrangements. Data were collected through questionnaires and analyzed using the Structural Equation Modeling–Partial Least Square (SEM-PLS) method with SmartPLS 4 software. Work flexibility was measured through the dimensions of time flexibility and place flexibility, while employee performance was assessed through task performance and contextual performance. The findings indicate that work flexibility has a positive and significant effect on employee performance, with a path coefficient (β) of 0.656, a t -statistic of 14.912, and a p -value of 0.000. The coefficient of determination (R^2) of 0.430 suggests that work flexibility explains 43.0% of the variation in employee performance. These findings imply that higher levels of work flexibility lead to better performance among millennial employees in marketplace companies in Indonesia. The results are expected to serve as a reference for organizations in designing adaptive, effective, and sustainable work policies.

Keywords: Work Flexibility, Employee Performance, Millennials, Marketplace.

