

## ABSTRAK

Penelitian ini bertujuan untuk memperoleh mengenai gambaran mengenai *Flexible working arrangement*, *employe performance*, dan *work life balance* pada pegawai Sekretariat DPRD Provinsi Jambi. Jenis penelitian ini menggunakan pendekatan kuantitatif dengan pengumpulan data kuesioner. Populasi dalam penelitian ini adalah seluruh pegawai Sekretariat DPRD Provinsi Jambi berjumlah 65 orang. Penelitian ini menggunakan sampel 65 orang pegawai. Hasil penelitian ini menunjukkan bahwa *Flexible working arrangement*, *employe performance*, dan *work life balance* pada pegawai Sekretariat DPRD Provinsi Jambi sudah mendapatkan hasil penelitian dimana pengaruh *Flexible working arrangement*, *employe performance* dan *worklife balance* adalah baik. Teknik pengujian hipotesis yang digunakan dalam penelitian ini adalah dengan melihat signifikansi untuk mengetahui pengaruh antar variabel melalui prosedur bootstrapping atau jackknifing, uji hipotesis dilakukan dengan melihat nilai t-statistic dan nilai P-Values. nilai koefisien path atau inner model menunjukkan tingkat signifikai dalam pengujian hipotesis. Skor koefisien path atau inner model yang ditunjukkan oleh nilai statistic harus diatas 1.96 untuk pengujian pada alpha 5%. Evaluasi model perhitungan melalui bootstrapping pada smartpls4. Untuk menunjukkan adanya pengaruh *Flexible working arrangement*, *employe performance*, dan *work life balance*. Berdasarkan hasil penelitian ini menunjukkan *Flexible working arrangement* berpengaruh positif dan signifikan terhadap *employe performance* Sekretariat DPRD Provinsi Jambi. *Work life balance* berpengaruh positif dan signifikan terhadap *Employe performance* Sekretariat DPRD Provinsi Jambi. *Flexible working arrangement* dan *employe performance* berpengaruh positif dan signifikan terhadap *work life balance* Sekretariat DPRD Provinsi Jambi.

**Kata Kunci :** *Flexible working arrangement*, *employe performance*, *work life balance*

## **ABSTRACT**

*This research aims to obtain an overview of Flexible working arrangements, Employee performance, and work-life balance among employees of the Regional House of Representatives Secretariat in Jambi Province. The study employs a quantitative approach with data collected through questionnaires. The population consists of 65 employees of the Secretariat. The sample size matches the population at 65 employees. The results indicate that Flexible working arrangements, Employee performance, and work-life balance among employees of the Secretariat in Jambi Province have been researched, with findings showing that the influence of Flexible working arrangements, Employee performance, and work-life balance is positive. Hypothesis testing in this research utilizes significance to determine the influence between variables through bootstrapping or jackknifing procedures, with hypothesis tests based on t-statistic and P-values. Path Coefficient or inner model values indicate significance levels in hypothesis testing. Path Coefficient or inner model scores exceeding 1.96 for testing at 5% alpha demonstrate statistical significance. Evaluation of the model calculations through bootstrapping in smartpls4 demonstrates the influence of Flexible working arrangements, Employee performance, and work-life balance. The findings reveal that Flexible working arrangements positively and significantly influence Employee performance at the Secretariat in Jambi Province. Work-life balance also positively and significantly affects Employee performance at the Secretariat. Flexible working arrangements and Employee performance both positively and significantly influence work-life balance at the Secretariat in Jambi Province.*

**Keywords: Employees' Performance, Flexible working arrangements, Work-Life Balance**