

The Roles of Flextime Use, Work-Non Work Boundaries and Affective Well-Being towards Employee's Contextual Performance in PT. A

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Abstract

The aim of this study is to enhance the previous study about relationship between flextime use and affective well-being, to know its impact on employee's contextual performance in PT. A. Flextime use is defined as as employees' actual enactment of that control to manage their start and end times of work, as well as break times according to their needs. We conceptualize contextual performance as frequency of employee's behaviors that support the organizational, social, and psychological environment in which the technical core must function. Affective well-being refers to the frequency and intensity of positive / negative emotions and mood of participants in the last 1 (one) month. Work-nonwork boundaries refers to the behavior that has been done to separate the mental (psychological) employees between roles at work and at home.

There were 323 participants in this study selected through simple random sampling method. The result of hypothesis testing using path analysis stated that flextime use has role to employee's CP significantly. That is, employees work more often in flextime mechanism, employees' CP will be better, and vice versa. Some differences with previous research are explained in discussion, including highlighting the cultural differences of respondents. To know the optimal flextime use range towards CP, we recommend further research using U-curve model instead of linier model.

Keywords: Contextual Performance, Affective Well-Being, Work-Non Work Boundaries, Flextime