

ABSTRACT

The purpose of this study was to analyze the Work from Home (WFH) and Flexible Work Arrangements (FWA) incentives with Work Motivation (MOT) moderation on Employee Performance (EP). The research approach used is quantitative. The type of research used based on the research objective is explanatory research. The data analysis technique in this study used Partial Least Square (PLS). This study uses the two factor theory of Frederick Herzberg. The results obtained that Work from Home has a significant positive effect on Employee Performance. Work from Home has a significant positive effect on Work Motivation. Flexible Working Arrangement has a significant positive effect on Work Motivation. Flexible Working Arrangement has a significant positive effect on Employee Performance. Work Motivation has a significant positive effect on Employee Performance. Work from Home with Work Motivation intervention does not have a significant positive effect on Employee Performance, Flexible Working Arrangement with Work Motivation intervention does not have a significant positive effect on Employee Performance. Flexible work arrangements can be selected by employees based on different work schedules to meet personal or family needs. Companies can adjust work as the new normal for employees who are still working from home to return to full-time work on a hybrid basis. It is important for companies to understand and develop work from home and flexible working arrangements to encourage productive behavior and prevent unproductive behavior considering the role of work motivation in influencing performance.

Keywords: Work From Home, Flexible Work Arrangements, Work Motivation, Employee Performance.

ABSTRAK

Tujuan penelitian ini untuk menganalisis instentif *Work From Home* (WFH) dan *Flexible Work Arrangements* (FWA) dengan moderasi *Work Motivation* (MOT) terhadap *Employee Performance* (EP). Desain penelitian yang digunakan adalah kuantitatif. Pendekatan penelitian yang digunakan berdasarkan tujuan penelitian adalah penelitian eksplanatori. Metodologi analisis data dalam penelitian ini menggunakan *Partial Least Square* (PLS). Penelitian ini menggunakan *two factor theory* dari Frederick Herzberg. Hasil penelitian diperoleh *Work from Home* memiliki pengaruh positif signifikan terhadap *Employee Performance*. *Work from Home* memiliki pengaruh positif signifikan terhadap *Work Motivation*. *Flexible Working Arrangement* memiliki pengaruh positif signifikan terhadap *Work Motivation*. *Flexible Working Arrangement* memiliki pengaruh positif signifikan terhadap *Employee Performance*. *Work Motivation* memiliki pengaruh positif signifikan terhadap *Employee Performance*. *Work from Home* dengan intervensi *Work Motivation* tidak memiliki pengaruh positif signifikan terhadap *Employee Performance*, *Flexible Working Arrangement* dengan intervensi *Work Motivation* tidak memiliki pengaruh positif signifikan terhadap *Employee Performance*. Pengaturan kerja yang fleksibel dapat dipilih oleh karyawan berdasarkan jadwal kerja yang berbeda untuk memenuhi kebutuhan pribadi atau keluarga. Perusahaan dapat menyesuaikan bekerja sebagai normal baru untuk karyawan yang masih bekerja dirumah untuk kembali bekerja penuh waktu secara *hybrid*. Penelitian ini penting bagi perusahaan untuk memahami dan menyusun *work from home* dan *flexible working arrangement* untuk mendorong perilaku produktif dan mencegah perilaku yang tidak produktif mengingat peran motivasi kerja dalam memengaruhi kinerja

Kata Kunci: *Work From Home, Flexible Work Arrangements, Work Motivation, Employee Performance.*