

## ABSTRAK

Persaingan usaha semakin ketat dan sangat menuntut perusahaan untuk melakukan hal yang baru. Karyawan memiliki peranan yang penting bagi setiap perusahaan. Melihat peran penting karyawan bagi perusahaan tersebut, maka sudah sepantasnya apabila perusahaan memberikan metode-metode baru dalam cara berkerja agar karyawan merasa nyaman dan tidak jenuh dengan pekerjaanya. Dengan memberikan jam kerja yang flexibel karyawan dapat berkerja sesuai dengan waktu yang mereka inginkan tetapi target tetap terpenuhi dengan baik. Dan karyawan pun merasa puas dan nyaman dengan pekerjaanya dan dapat membagi anatar waktu bekerja dan waktu pribadi.

Tujuan penelitian ini adalah untuk menganalisis dan membuktikan pengaruh *flexibel work arrangement* terhadap *job satisfaction* dengan *reduce personal accomplishment* sebagai variabel intervening. Penelitian ini terdiri dari tiga variabel, yaitu: *flexibel work arrangement*, *job satisfaction*, dan *reduce personal accomplishment*. Penelitian ini dilakukan di PT. Asuransi Jiwa Manulife Surabaya dengan mengambil populasi seluruh agen pada PT. Asuransi Jiwa Manulife. Seluruh populasi di jadikan responden karena jumlah tidak teralalu besar dan masih dalam jangkauan. Pendekatan penelitian yang digunakan adalah pendekatan kuantitatif yang secara keseluruhan melibatkan 60 responden. Teknik analisis yang digunakan dalam penelitian ini adalah *path analysis*. Hasil penelitian menunjukkan bahwa *flexibel work arrangement* memiliki pengaruh signifikan terhadap *reduce personal accomplishment*, *flexibel work arrangement* memiliki pengaruh signifikan terhadap *job satisfaction*, *reduce personal accomplishment* memiliki pengaruh signifikan terhadap *job satisfaction*, dan *flexibel work arrangement* memiliki pengaruh signifikan terhadap *job satisfaction* dengan *reduce personal accomplishment* sebagai variabel intervening

Kata kunci: *flexibel work arrangement*, *job satisfaction*, *reduce personal accomplishment*

## ABSTRACT

Competition of business has blossom tremendously and have had required its company to improve innovations. The employees are the subject to important for each company. Considering the employees importance so that the company supposed to issues some brand new methods for the employee standart procedure in a way to deliver a comfort and excitement for the employee. By putting a flexibility to the working hours the employee may remain to accomplish the targets with its conditional due time. Hence the employee be capable to manage their personal besides proffesional living.

This research due to analyse and prove flexible work arrangement impacts for job satisfaction with reduce personal accomplishment as intervening variable. This research has divided to three variable, there are : flexibel work arrangement, job satisfaction, dan reduce personal accomplishment. This research has been held in PT. ASURANSI JIWA MANULIFE SURABAYA based on its wholes agents population. The population has became respondent due to the relevant quantity. The research has approaching quantitative from 60 respondents. And the Analysis technique needed was path analysis. The result shown that flexible work arrangement made a significant impact for reduce personal accomplishment, flexibel work arrangement has significant impact for the job satisfaction, reduce personal accomplishment has significant impact for the job satisfaction, and the flexibel work arrangement has significant impact for the job satisfaction with reduce personal accomplishment as variabel intervening.

Keywords : flexibel work arrangement, job satisfaction, reduce personal accomplishment.