



**THE EFFECT OF FLEXIBLE WORKING HOURS
AND JOB EFFICIENCY ON PRODUCTIVITY,
MEDIATING BY JOB SATISFACTION DURING
COVID-19 PANDEMIC IN JABODETABEK**

UNDERGRADUATE THESIS

**Submitted as one of the requirements to
obtain
Sarjana Manajemen (S.M)**

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MANAGEMENT STUDY PROGRAM
CIKARANG
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ABSTRACT

The study examines the impact of Flexible Working Hours and Job Efficiency on Employees Productivity mediated by Job Satisfaction. One of the working styles to adapt during COVID-19 is Flexible Working Hours. Employees are allowed to organize their working hours to suit their preferences. Numerous companies in the Jabodetabek area prefer to apply FWH to maintain their productivity level during COVID-19 outbreak. In the hopes of increasing job satisfaction and workers' performance in accomplishing their duties. This study focuses on employees who work in Jabodetabek and has experience in implementing the concept of FWH. The researcher used the quantitative descriptive research method using PLS-SEM to analyze data with a total of 222 employees in the Jabodetabek with a non-probability sampling technique. The result of this study shows that all the independent variables, Flexible Working Hours (X1) and Job Efficiency (X2), have a positive influence on Job Satisfaction (Y) through Productivity (Z). The intervening variable, Job Satisfaction (Y) has a positive influence that stimulates the Productivity of the employees in Jabodetabek. It is recommended for the company to take consideration implementing FWH and maintain Efficiency to increase Productivity which boost Job Satisfaction.

Keywords: Flexible working hours, job efficiency, productivity, job satisfaction.

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Cikarang, January 31 2023



Muhammad Ridho Edyel

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