

Abstrak

Penggunaan *flexible work arrangement* semakin merambat ke berbagai sektor, terutama pasca pandemic COVID-19, untuk usaha mendukung keseimbangan kehidupan kerja dan keluarga. Karyawan Wanita yang menikah merupakan kelompok berisiko mengalami *work-family conflict* akibat tuntutan peran ganda yang dialami. Penelitian ini bertujuan untuk mengetahui hubungan antara sikap terhadap *flexible work arrangement* dengan *work-family conflict* pada karyawan Wanita yang telah menikah. Penelitian menggunakan pendekatan kuantitatif korelasional dengan Teknik pengambilan sampel *purposive sampling*. Subjek penelitian berjumlah 199 Wanita yang telah menikah dan sedang bekerja aktif. Analisis data menggunakan uji korelasi Spearman's Rho karena data tidak memenuhi asumsi normalitas. Hasil penelitian menunjukkan koefisien korelasi sebesar $r_s = -0,434$ dengan nilai signifikansi $p < 0,001$, yang berarti terdapat hubungan negatif yang signifikan antara sikap terhadap *flexible work arrangement* dengan *work-family conflict*. Semakin positif sikap karyawan terhadap *flexible work arrangement*, semakin rendah *work-family conflict* yang dialami. Sumbangan efektif *flexible work arrangement* terhadap *work-family conflict* sebesar 18,84%, sedangkan sisanya dipengaruhi oleh faktor lain diluar penelitian ini.

Kata kunci : *flexible work arrangement, karyawan Wanita yang telah menikah, work-family conflict*

Abstract

The use of flexible work arrangements has been spreading across various sectors, particularly in the wake of the COVID-19 pandemic, as a means of supporting work-family balance. Married female employees are at risk of experiencing work-family conflict due to the demands of juggling multiple roles. This study aims to examine the relationship between attitudes toward flexible work arrangements and work-family conflict among married female employees. The study employed a quantitative correlational approach using purposive sampling. The study sample consisted of 199 married women who are currently actively employed. Data analysis utilized Spearman's Rho correlation test because the data did not meet the assumptions of normality. The results showed a correlation coefficient of $r_s = -0.434$ with a significance level of $p < 0.001$, indicating a significant negative relationship between perceptions of flexible work arrangements and work-family conflict. The more positive employees' attitudes toward flexible work arrangements, the lower the level of work-family conflict they experience. The effective contribution of flexible work arrangements to work-family conflict was 18.84%, while the remainder was influenced by other factors outside the scope of this study.

Keywords: *flexible work arrangements, married female employees, work-family conflict*