

ABSTRAK

Perkembangan dunia kerja yang semakin dinamis mendorong organisasi untuk menerapkan *Flexible Work Arrangement (FWA)* sebagai salah satu strategi dalam meningkatkan kesejahteraan karyawan, khususnya pada Generasi Z yang cenderung menginginkan fleksibilitas dalam bekerja. Fleksibilitas dalam pengaturan waktu dan lokasi kerja diperkirakan berhubungan dengan meningkatnya *Happiness at Work*. Penelitian ini bertujuan untuk mengetahui hubungan antara *Flexible Work Arrangement* dengan *Happiness at Work* pada karyawan Generasi Z dengan sistem kerja *hybrid*. Hipotesis dalam penelitian ini adalah terdapat hubungan positif antara *Flexible Work Arrangement* dengan *Happiness at Work* pada karyawan Generasi Z. Subjek penelitian ini berjumlah 165 karyawan Generasi Z yang bekerja dengan sistem *hybrid/remote* dan dipilih menggunakan teknik *purposive sampling*. Data dikumpulkan menggunakan skala *Flexible Work Arrangement* dan skala *Happiness at Work* yang telah memenuhi uji validitas dan reliabilitas. Teknik analisis data yang digunakan adalah uji korelasi *Spearman's rho*. Hasil penelitian menunjukkan bahwa terdapat hubungan positif yang signifikan antara *Flexible Work Arrangement* dengan *Happiness at Work*, dengan koefisien korelasi sebesar $r = 0,596$ dan nilai $p < 0,001$. Hasil tersebut menunjukkan bahwa semakin tinggi *Flexible Work Arrangement*, maka semakin tinggi *Happiness at Work* pada karyawan Generasi Z. Sebaliknya, semakin rendah *Flexible Work Arrangement*, maka semakin rendah *Happiness at Work* pada karyawan Generasi Z. Dengan demikian, hipotesis penelitian diterima.

Kata Kunci: *Flexible Work Arrangement, Generasi Z, Happiness at Work, Hybrid Work*

ABSTRACT

The increasingly dynamic work environment has encouraged organizations to implement Flexible Work Arrangements (FWA) as a strategy to improve employee well-being, particularly among Z Generation employees who tend to value flexibility in their work. Flexibility in work schedules and work locations is expected to be associated with higher Happiness at Work. This study aimed to examine the relationship between Flexible Work Arrangements and Happiness at Work among Z Generation employees working under hybrid work systems. The hypothesis proposed that there is a positive relationship between Flexible Work Arrangements and Happiness at Work among Generation Z employees. The participants consisted of 165 Generation Z employees working under hybrid/remote work systems selected using a purposive sampling technique. Data were collected using the Flexible Work Arrangement Scale and the Happiness at Work Scale, both of which had met the validity and reliability requirements. Data were analyzed using the Spearman's rho Correlation. The results indicated a significant positive relationship between Flexible Work Arrangements and Happiness at Work ($r = 0,596$; $p < 0.001$). These findings indicate that higher levels of Flexible Work Arrangements are associated with higher levels of Happiness at Work among Generation Z employees, whereas lower levels of Flexible Work Arrangements are associated with lower levels of Happiness at Work. Therefore, the research hypothesis was supported.

Keywords: *Flexible Work Arrangement, Generation Z, Happiness at Work, Hybrid Work, Remote Work*