

ABSTRACT

The goal of the study is to assess and investigate the impact of flexible working arrangements on employee engagement and performance, as well as the impact of psychological wellbeing on employee engagement and performance. The personnel of the City of Semarang's Culture and Tourism Office are the subject of this study. A census sampling method was utilized, with 61 employees making up the entire sample. Through the physical distribution of questionnaires, data was gathered. SEM (structural equation modeling), a method used to evaluate data, was employed through the AMOS 24 program.

The study's findings demonstrate that flexible scheduling has no impact on worker productivity, hence hypothesis H1 is rejected. Employee performance is positively impacted by psychological well-being, making H2 acceptable. H3 is rejected since there is no impact of the flexible working arrangement on employee engagement. H4 is acknowledged because psychological well-being has a favorable impact on employee engagement. H5 is rejected because employee involvement has little bearing on performance.

Keywords: flexible working arrangement, psychological wellbeing, employee engagement, employee performance