

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *Flexible Work Arrangement*, *Social Support*, dan *Job Stress* terhadap *Work-Life Balance* (Pada Mahasiswa Kelas Reguler 2 dan 3 Mercu Buana Jakarta Selama Pandemi Covid-19). Pandemi Covid-19 yang terjadi membawa dampak pada pola kerja *work from home* yang dialami karyawan. Masalah yang terjadi berkaitan dengan kekhawatiran tentang memburuknya keseimbangan kehidupan kerja (*work-life balance*) berkaitan dengan kemampuan karyawan dalam membagi peran di kehidupannya. Populasi pada penelitian ini adalah mahasiswa program Kelas Reguler 2 dan 3 Universitas Mercu Buana Jakarta sebanyak 22 ribu Mahasiswa. Penentuan sampel menggunakan *non probability sampling* dengan teknik *purposive sampling*. Adapun sampel pada penelitian ini sebanyak 150 responden dengan pengumpulan data menggunakan kuesioner. Hasil penelitian ini menunjukkan bahwa *flexible working arrangement* berpengaruh positif dan signifikan terhadap *working-life balance*, *social support* berpengaruh positif dan signifikan terhadap *working-life balance*, dan *job stress* berpengaruh negatif dan signifikan terhadap *flexible working arrangement*. disarankan atasan bersedia membantu karyawan melalui aplikasi Zoom di luar rapat perusahaan sehingga dapat dengan langsung melihat permasalahan yang dialami karyawan ketika bekerja di rumah selama pandemi covid 19

Kata Kunci : *Flexible Work Arrangement, Social Support, Job Stress, Work-Life Balance, Pandemi Covid-19*

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## ABSTRACT

*This study aims to analyze the effect of Flexible Work Arrangement, Social Support, and Job Stress on Work-Life Balance (In Regular Class 2 and 3 Students of Mercu Buana Jakarta During the Covid-19 Pandemic). The Covid-19 pandemic that occurred had an impact on the work from home pattern experienced by employees. The problems that occur are related to concerns about worsening work-life balance related to the ability of employees to divide roles in their lives. The population in this study were students of the 2nd and 3rd Regular Class programs at Mercu Buana University, Jakarta, with a total of 22 thousand students. Determination of the sample using non-probability sampling with purposive sampling technique. The sample in this study was 150 respondents with data collection using a questionnaire. The results of this study indicate that flexible working arrangements have a positive and significant effect on working-life balance, social support has a positive and significant effect on working-life balance, and job stress has a negative and significant effect on flexible working arrangements. it is recommended that superiors are willing to help employees through the Zoom application outside of company meetings so that they can directly see the problems experienced by employees while working at home during the co-19 pandemic.*

*Keyword: Flexible Work Arrangement, Social Support, Job Stress, Work-Life Balance, Covid-19 Pandemic*

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