

The Influence of Employee Involvement, Job Design, and Flexible Work Arrangement on Motivation at PT ABM Investama Tbk Jakarta During The Covid-19 Pandemic

By:

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Abstract

This research uses quantitative methods to determine the effect of employee involvement, job design, and flexible work arrangement on motivation objectively and systematically. This study uses the object of employees of PT ABM Investama Tbk Jakarta during the Covid-19 pandemic. The sample used is a saturated sample of 86 people. Data were collected through questionnaires distributed to employees of PT ABM Investama Tbk Jakarta using the google form application. Testing of the data in this study using the SmartPLS 3.0 test application. The series of test processes carried out resulted in the conclusion that 1) there was a positive and significant influence on employee involvement on motivation, 2) there was a positive and significant influence on job design on motivation, 3) flexible work arrangement had a positive and significant effect on motivation.

Keywords: employee involvement, job design, flexible work arrangement, motivation.

**Pengaruh *Employee Involvement, Job Design, dan Flexible Work Arrangement*
Terhadap Motivasi Kerja Karyawan Pada PT ABM Investama Tbk Jakarta
di Masa Pandemi Covid-19**

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Abstrak

Penelitian menggunakan pengujian melalui metode kuantitatif dengan maksud untuk mengetahui pengaruh dari *employee involvement, job design, flexible work arrangement* terhadap motivasi secara objektif dan sistematis. Penelitian ini menggunakan objek karyawan PT ABM Investama Tbk Jakarta di masa pandemi Covid-19. Sampel yang digunakan merupakan sampel jenuh berjumlah 86 orang. Data dikumpulkan melalui kuesioner yang disebar kepada karyawan PT ABM Investama Tbk Jakarta dengan menggunakan aplikasi google form. Pengujian terhadap data pada penelitian ini menggunakan aplikasi uji SmartPLS 3.0. Rangkain proses uji yang dilakukan, menghasilkan kesimpulan bahwa: 1) terdapat pengaruh yang positif dan signifikan *employee involvement* terhadap motivasi, 2) terdapat pengaruh secara positif dan signifikan *job design* terhadap motivasi, 3) *flexible work arrangement* berpengaruh positif dan signifikan terhadap motivasi.

Kata kunci: *employee involvement, job design, flexible work arrangement, motivasi.*