

**PENGARUH *WORK LIFE BALANCE*, *FLEXIBILITY WORKING SPACE*,
DAN *FLEXIBILITY WORKING HOURS* TERHADAP MINAT MELAMAR
KERJA PADA *START UP* UNTUK MAHASISWA SARJANA DI D.I.Y**

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *work life balance*, *flexibility working space*, dan *flexibility working hours* terhadap minat melamar kerja pada *start up* untuk mahasiswa sarjana di D.I.Y. Metode yang digunakan dalam pengambilan sampel adalah *purposive sampling* sejumlah 195 responden. Pengumpulan data primer dilakukan dengan metode kuesioner melalui *google formulir*. Analisis dalam penelitian ini menggunakan analisis regresi *logistic* dengan bantuan program SPSS *Statistic 26.0*. Hasil analisis data menunjukkan bahwa secara bersama-sama faktor *work life balance*, *flexibility working space*, dan *flexibility working hours* berpengaruh secara positif dan signifikan terhadap minat melamar kerja yang dibuktikan dengan nilai signifikansi $0,000 < 0,05$. Secara parsial *work life balance* berpengaruh secara positif dan signifikan terhadap minat melamar kerja yang dibuktikan dengan nilai signifikansi $0,000 < 0,05$. Namun *flexibility working space* dan *flexibility working hours* tidak memiliki pengaruh terhadap minat melamar kerja, hal ini dibuktikan dengan nilai signifikansi $0,170 > 0,05$ dan $0,766 > 0,05$. Berdasarkan hasil uji koefisien determinasi (*model summary*) menunjukkan bahwa kemampuan variabel independen yaitu *work life balance*, *flexibility working space*, dan *flexibility working hours* berpengaruh terhadap variabel dependen yaitu minat melamar kerja sebesar 56,8%, sedangkan sisanya dipengaruhi oleh variabel lain diluar model penelitian sebesar 43,2%.

Kata Kunci: *Work Life Balance*, *Flexibility Working Space*, *Flexibility Working Hours*, dan *Minat Melamar Kerja*

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THE INFLUENCE OF WORK LIFE BALANCE, FLEXIBILITY WORKING SPACE, AND FLEXIBILITY WORKING HOURS ON INTEREST TO APPLY FOR A JOB ON START UP FOR BACHELOR DEGREE STUDENTS OF D.I.Y

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Abstract

This research aims to analyze the influence of work life balance, flexibility of working space, and flexibility of working hours on interest in applying for jobs at start-ups for undergraduate students at D.I.Y. The method used in sampling was purposive sampling of 195 respondents. Primary data collection was carried out using a questionnaire method via Google Form. The analysis in this research was carried out using logistic regression analysis with the help of the SPSS Statistics 26.0 program. The results of data analysis show that together the factors work life balance, flexibility working space, and flexibility working hours have a positive and significant effect on interest in applying for work as evidenced by a significance value of $0.000 < 0.05$. Partially, work life balance has a positive and significant effect on interest in applying for work as evidenced by a significance value of $0.000 < 0.05$. However, flexibility working space and flexibility working hours have no influence on interest in applying for work, this is proven by the significance values of $0.170 > 0.05$ and $0.766 > 0.05$. Based on the results of the coefficient of determination test (summary model), it shows that the ability of the independent variables, namely work life balance, flexibility working space, and flexibility working hours, has an influence on the dependent variable, namely interest in applying for work by 56.8%, while the rest is influenced by other variables outside the research model. amounting to 43.2%.

Keywords: *Work Life Balance, Flexibility Working Space, Flexibility Working Hours, and Interest to Apply for a Job*