

**PENGARUH *FLEXIBLE WORKING ARRANGEMENTS* TERHADAP
RETENSI KARYAWAN GEN Z DENGAN *PERCEIVED
ORGANIZATIONAL SUPPORT* SEBAGAI VARIABEL MODERASI**

Eka Setiya Wulandari

Abstrak

Karyawan Gen Z memiliki karakteristik yang unik dengan memperhatikan keseimbangan kualitas kehidupan kerja dan persepsi mereka terhadap tingkat retensi. Penelitian ini bertujuan untuk menganalisis pengaruh *flexible working arrangements* terhadap retensi karyawan Gen Z dengan *perceived organizational support* sebagai variabel moderasi di Yogyakarta. Penelitian ini menggunakan pendekatan kuantitatif dengan populasi Gen Z di Yogyakarta yang berjumlah 487.132. Teknik pengumpulan data menggunakan kuesioner dan dianalisis menggunakan *Structural Equation Model-Partial Least Square* (SEM-PLS) dengan aplikasi SmartPLS 4.0 yang dilakukan dua tahap, yaitu uji *outer model* untuk membuktikan validitas dan reliabilitas kemudian uji *inner model* untuk membuktikan antar variabel. Hasil analisis menunjukkan bahwa *flexible working arrangements* (*original sample* 0,285, t-statistik 3,521 dan *p-value* 0,000) dan *perceived organizational support* (*original sample* 0,574, t-statistik 7,679 dan *p-value* 0,000) berpengaruh positif dan signifikan terhadap retensi karyawan Gen Z di Yogyakarta. *Perceived organizational support* tidak memoderasi pengaruh *flexible working arrangements* terhadap retensi karyawan Gen Z di Yogyakarta yang dibuktikan dengan nilai t-statistik 1,785 dan *p-value* 0,074.

Kata Kunci: *Flexible Working Arrangements, Perceived Organizational Support, Retensi Karyawan*

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**THE EFFECT OF FLEXIBLE WORKING ARRANGEMENTS ON GEN Z
EMPLOYEE RETENTION WITH PERCEIVED ORGANIZATIONAL
SUPPORT AS A MODERATING VARIABLE IN YOGYAKARTA**

Eka Setiya Wulandari

Abstract

Gen Z employees have unique characteristics, considering the quality of work-life balance and their perceptions of retention rates. This study aims to analyze the effect of flexible working arrangements on Gen Z employee retention with perceived organizational support as a moderating variable in Yogyakarta. This study employs a quantitative approach with a Gen Z population in Yogyakarta, comprising 487,132 individuals. The data collection technique employed a questionnaire, which was analyzed using the Structural Equation Model-Partial Least Squares (SEM-PLS) with the SmartPLS 4.0 application. This analysis was carried out in two stages: the outer model test to verify validity and reliability, and the inner model test to assess the relationships between variables. The results of the analysis show that flexible working arrangements (original sample: 0.285, t-statistic: 3.521, p-value: 0.000) and perceived organizational support (original sample: 0.574, t-statistic: 7.679, p-value: 0.000) have a positive and significant effect on Gen Z employee retention in Yogyakarta. Perceived organizational support does not moderate the effect of flexible working arrangements on Gen Z employee retention in Yogyakarta, as evidenced by the t-statistic value of 1.785 and p-value of 0.074.

Keywords: *Flexible Working Arrangements, Perceived Organizational Support, Employee Retention*