ABSTRAK

Dhani Lazuardi (2026) . Pengaruh *Work Flexibility* terhadap *Job Satisfaction* melalui Mental *Health* sebagai Variabel Moderasi pada Pengemudi Ojek *Online* Perempuan di Kota Madiun. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M., Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

Fleksibilitas kerja pada era *gig economy* memberikan keleluasaan bagi pekerja perempuan, termasuk pengemudi ojek *online*, dalam mengatur waktu dan intensitas kerjanya, namun kondisi tersebut kerap diiringi pendapatan tidak menentu, jam kerja panjang, dan tekanan psikologis yang dapat memengaruhi kepuasan kerja apabila kesehatan mental tidak terjaga. Penelitian ini bertujuan untuk menganalisis pengaruh *Work Flexibility* terhadap Mental *Health* dan *Job Satisfaction* , pengaruh Mental *Health* terhadap *Job Satisfaction* , serta menguji peran Mental *Health* sebagai variabel moderasi dalam memoderasi pengaruh *Work Flexibility* terhadap *Job Satisfaction* pada pengemudi ojek *online* perempuan di Kota Madiun. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian kausal. Data primer diperoleh melalui penyebaran kuesioner berskala Likert kepada 120 responden pengemudi ojek *online* perempuan di Kota Madiun yang dipilih dengan teknik purposive sampling. Teknik analisis data yang digunakan adalah *Structural Equation Modeling* berbasis *Partial Least Square* (SEM-PLS) dengan bantuan *software* SmartPLS 4. Hasil penelitian menunjukkan bahwa *Work Flexibility* berpengaruh positif dan signifikan terhadap Mental *Health* , *Work Flexibility* berpengaruh positif dan signifikan terhadap *Job Satisfaction* , Mental *Health* berpengaruh positif dan signifikan terhadap *Job Satisfaction* , dan Mental *Health* terbukti memoderasi secara parsial pengaruh *Work Flexibility* terhadap *Job Satisfaction* pada pengemudi ojek *online* perempuan di Kota Madiun.

Kata Kunci: *Work Flexibility*, Mental *Health* , *Job Satisfaction* , SEM-PLS, Ojek *Online*.

ABSTRACT

Dhani Lazuardi (2026) . The Influence of Work Flexibility on Job Satisfaction with Mental Health as a Moderating Variable among Female Online Motorcycle Taxi Drivers in Madiun City. Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Advisor (I) Dr. Karuniawati Hasanah, S.E., M.M., Co-Advisor (II) Robby Sandhi Dessyarti, S.E., M.M.

Work Flexibility in the gig economy era gives female workers, including online motorcycle taxi drivers, greater control over their working hours and intensity, although this condition is often accompanied by uncertain income, long working hours, and psychological pressure that may affect Job Satisfaction when mental Health is not well maintained. This study aims to analyze the influence of Work Flexibility on Mental Health and Job Satisfaction , the influence of Mental Health on Job Satisfaction , and to examine the role of Mental Health as a moderating variable mediating the influence of Work Flexibility on Job Satisfaction among female online motorcycle taxi drivers in Madiun City. This study used a quantitative approach with a causal research design. Primary data were collected through a Likert-scale questionnaire distributed to 120 female online motorcycle taxi driver respondents in Madiun City, selected using a purposive sampling technique. The data were analyzed using Structural Equation Modeling based on Partial Least Square (SEM-PLS) with the assistance of SmartPLS 4 software. The results show that Work Flexibility has a positive and significant effect on Mental Health , Work Flexibility has a positive and significant effect on Job Satisfaction , Mental Health has a positive and significant effect on Job Satisfaction , and Mental Health is proven to partially mediate the influence of Work Flexibility on Job Satisfaction among female online motorcycle taxi drivers in Madiun City.

Keywords: *Work Flexibility, Mental Health , Job Satisfaction , SEM-PLS, Online Motorcycle Taxi.*