

ABSTRAK

Rasida Yuni Ambar Wati. 2025. Pengaruh *Remote Work*, *Social Support* dan *Flexible Work Arrangement* Terhadap *Work Life Balance* (Studi Pada Pt Bussan Auto Finance Madiun). Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing 1: Dr. Karuniawati Hasanah, S.E., M.M., Pembimbing 2 : Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui pengaruh *Remote Work*, *Social Support*, dan *Flexible Work Arrangement* terhadap *Work Life Balance* pada karyawan PT Bussan Auto Finance Madiun. Penelitian ini dilatarbelakangi oleh pentingnya keseimbangan antara kehidupan kerja dan kehidupan pribadi di era kerja modern yang menuntut fleksibilitas dan dukungan organisasi. Hasil penelitian menunjukkan bahwa *Remote Work* berpengaruh positif terhadap *Work Life Balance* karena memberikan fleksibilitas waktu dan mengurangi tekanan akibat perjalanan ke kantor. *Social Support* dari atasan dan rekan kerja juga terbukti penting dalam menciptakan kenyamanan emosional dan lingkungan kerja yang suportif. Selain itu, *Flexible Work Arrangement* secara signifikan berkontribusi terhadap peningkatan *Work Life Balance*, karena memberikan keleluasaan bagi karyawan dalam menyesuaikan pekerjaan dengan kebutuhan pribadi tanpa mengurangi produktivitas. Implikasi dari temuan ini menegaskan bahwa kebijakan kerja fleksibel dan budaya kerja yang suportif dapat menjadi strategi efektif dalam meningkatkan kesejahteraan karyawan dan mengurangi risiko stres serta niat untuk keluar dari pekerjaan. Penelitian ini juga memberikan rekomendasi bagi perusahaan dan peneliti selanjutnya dalam mengembangkan kajian tentang keseimbangan kerja dan kehidupan di masa depan.

Kata kunci: *Remote Work*, *Social Support*, *Flexible Work Arrangement*, *Work Life Balance*

ABSTRACT

The Effect of Remote Work, Social Support, and Flexible Work Arrangements towards Work-Life Balance (A Study at PT. Bussan Auto Finance Madiun).

This study aims to determine the effect of Remote Work, Social Support, and Flexible Work Arrangements towards Work-Life Balance among employees at PT. Bussan Auto Finance Madiun. This research was motivated by the importance of work-life balance in the modern workplace, which demands flexibility and organizational support. The results indicate that Remote Work has a positive effect towards Work-Life Balance because it provides flexibility in time and reduces the stress of commuting. Social support from superiors and coworkers has also been shown to be important in creating emotional well-being and a supportive work environment. Furthermore, Flexible Work Arrangements significantly contribute to improved Work-Life Balance, as they provide employees with the flexibility to adapt their work to their personal needs without compromising productivity. The implications of these findings confirm that flexible work policies and a supportive work culture can be effective strategies in improving employee well-being and reducing the risk of stress and intention to leave their jobs. This study also provides recommendations for companies and future researchers in developing studies towards work-life balance in the future.

Keywords: Remote Work, Social Support, Flexible Work Arrangements, Work-Life Balance.