

ABSTRAK

Loyalitas merupakan kesetiaan, pengabdian, dan kepercayaan yang diberikan atau ditujukan kepada seseorang atau lembaga, yang didalamnya terdapat rasa cinta dan tanggung jawab untuk berusaha memberikan pelayanan dan perilaku yang terbaik. Work loyalty dipengaruhi oleh beberapa faktor diantaranya work satisfaction, *flexible working arrangement* dan *work life balance*. Penelitian ini bertujuan untuk menguji pengaruh *flexible working arrangement* dan *work life balance* terhadap work loyalty melalui work satisfaction sebagai variable intervening yang diuji pada guru SMP swasta di Kabupaten Jember. Penelitian ini dilakukan pada bulan April sampai dengan bulan Mei tahun 2023, dimana populasi penelitian adalah guru guru yang mengajar pada SMP swasta di Kabupaten Jember. Jumlah responden sebanyak sebanyak 155 orang guru. Teknik analisis data menggunakan aplikasi warp PLS. Hasil penelitian menunjukkan pengaruh positif dan signifikan *flexible work arrangement* terhadap work satisfaction pada guru guru SMP swasta di Kabupaten Jember. Terdapat pengaruh positif dan signifikan *work life balance* terhadap work satisfaction pada guru guru SMP swasta di Kabupaten Jember. Terdapat pengaruh positif dan signifikan *flexible work arrangement* terhadap work loyalty guru SMP swasta di Kabupaten Jember. Terdapat pengaruh positif dan signifikan *work life balance* terhadap work loyalty guru SMP swasta di Kabupaten Jember. Terdapat pengaruh positif dan signifikan work satisfaction terhadap work loyalty guru SMP swasta di Kabupaten Jember. Artinya semakin baik baik work loyalty guru akan meningkatkan work satisfaction. Terdapat pengaruh positif dan signifikan *flexible work arrangement* terhadap work loyalty melalui work satisfaction guru SMP swasta di Kabupaten Jember. Terdapat pengaruh positif dan signifikan *work life balance* terhadap work loyalty melalui work satisfaction guru SMP swasta di Kabupaten Jember.

Kata kunci: *flexible working arrangement*, *work life balance*, *work loyalty*, *work satisfaction*

ABSTRACT

Loyalty is loyalty, devotion, and trust given or directed to a person or institution, in which there is a sense of love and responsibility to try to provide the best service and behavior. Work loyalty is influenced by several factors including job satisfaction, flexible working arrangements and work life balance. This study aims to examine the effect of flexible working arrangements and work life balance on job loyalty through job satisfaction as an intervening variable tested on private junior high school teachers in Jember Regency. This research was conducted from April to May 2023, where the study population was teachers who teach at private junior high schools in Jember Regency. The number of respondents was 155 teachers. The results showed a positive and significant effect of flexible work arrangement on job satisfaction of private junior high school teachers in Jember Regency. The data analysis technique uses the PLS warp application. There is a positive and significant effect of work life balance on job satisfaction among private junior high school teachers in Jember Regency. There is a positive and significant effect of flexible work arrangements on the work loyalty of private junior high school teachers in Jember Regency. There is a positive and significant effect of work life balance on the work loyalty of private junior high school teachers in Jember Regency. There is a positive and significant effect of job satisfaction on the work loyalty of private junior high school teachers in Jember Regency. This means that the better the teacher's work loyalty will increase job satisfaction. There is a positive and significant effect of flexible work arrangements on work loyalty through the job satisfaction of private junior high school teachers in Jember Regency. There is a positive and significant effect of work life balance on work loyalty through the job satisfaction of private junior high school teachers in Jember Regency.

Keywords: flexible working arrangement, work life balance, job loyalty, job satisfaction