

THE INFLUENCE OF FLEXIBLE WORK ARRANGEMENTS, WORK DISCIPLINE AND JOB SATISFACTION ON THE PERFORMANCE OF TRENGGALEK REGENCY BPS FIELD DATA COLLECTION OFFICERS

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Abstract - This study aims to determine and analyze the influence of flexible work arrangements, work discipline and job satisfaction on the performance of Field Data Collection Officers at the Badan Pusat Statistik of Trenggalek Regency. The population plan that will be used is the Field Data Collection Officer of the Trenggalek Regency Badan Pusat Statistik with a total sample of 38 people who have been calculated using the Slovin formula. The method used in this research is quantitative descriptive using a Likert scale. Primary data collection using Google forms. Data processing was carried out using IBM SPSS Statistics. It is hoped that this research design can provide an overview and can be developed for further research.

Keywords: Employee Performance, Flexible Work Arrangements, Work Discipline, Job Satisfaction

I. INTRODUCTION

In the midst of increasingly complex dynamics of social and economic change, organizations are required to continue to adapt and improve the performance of their human resources. The development of the modern world of work has brought significant changes in various aspects of organizational operations, both in the public and private sectors. The Central Statistics Agency (BPS) is no exception, which has a central role in collecting, processing, analyzing and presenting statistical data which is the basis for government policy making and national development (Pemerintah, 2004). In carrying out its duties, BPS is assisted by data collection partners or field data collection officers (PPL) who have an important role in collecting data in the field.

The Central Statistics Agency has one approach that is starting to be widely implemented in an effort to increase employee productivity and welfare, namely flexible work arrangements. Flexible work arrangements include various aspects such as flexibility of working time, work place, and work methods that can be adapted to the needs and preferences of each individual without compromising the achievement of targets in an organization. Flexible work systems allow employees to work at different times depending on their needs, allow them to work remotely, and adapt to any emergency situations they experience (Zodgekar & Fursman, 2007). At the Central Statistics Agency (BPS) of Trenggalek Regency, flexible work arrangements are becoming increasingly relevant considering that field data collection tasks often require adaptation to dynamic and unpredictable field conditions.

Flexible work arrangements are expected to provide space for field data collection officers to balance the demands of their work and personal lives. In this job, officers usually have several different additional jobs to do at one time. In this way, they can work more effectively and efficiently, and reduce stress levels that often arise due to rigid work schedules (Winarti et al., 2023). However, this flexibility also requires a high level of work discipline so as not to reduce productivity and work quality. Discipline is a form of employee self-control that is carried out periodically to show the seriousness of an employee's work in a company (Surandi et al., 2023), when giving sanctions to employees who do not comply with established rules (Wau et al., 2021). It is hoped that employees can comply with the regulations set by the company (Iskandar, 2021). Work discipline is a key element that ensures that even though there is flexibility in work time and place arrangements, officers can still complete their tasks on time and according to predetermined standards.

Apart from flexible work arrangements and work discipline, job satisfaction is also an important factor that influences the performance of field data collection officers. Job satisfaction reflects positive feelings that arise from an individual's perception of his or her job, including aspects such as salary, work environment, relationships with colleagues and superiors, and opportunities for development. In every organization, employee job satisfaction is very important, because employees are the most important factor in determining the success or failure of organizational goals (Prasetyo & Marlina, 2019). High job satisfaction can increase employee motivation, loyalty and commitment to the organization, so that they are more enthusiastic in carrying out their duties and responsibilities. In Trenggalek Regency, where field data collection officers are often faced with the challenges of difficult terrain, unpredictable weather, and interactions with various levels of society, job satisfaction can be a determining factor in maintaining their morale and performance.

This research aims to study, test, analyze, find out and look for information about the existence of: (1). Partial positive influence of Flexible Work Arrangements (X_1) on the Performance (Y) of PPL BPS Trenggalek Regency; (2). Partial positive influence of Work Discipline (X_2) on the Performance (Y) of PPL BPS Trenggalek Regency; (3). Partial positive influence of Job Satisfaction (X_3) on the Performance (Y) of PPL BPS Trenggalek Regency; (4). The Effect of Flexible Work Arrangements (X_1), Work Discipline (X_2), Job Satisfaction (X_3) simultaneously on the Performance (Y) of PPL BPS Trenggalek Regency.

II. LITERATURE REVIEW

A. Employee Performance

According to (Mangkunegara & Sutedjo, 2013) Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. The work results achieved by someone when completing a task are called performance. A person's success in completing all tasks within a certain time is also called achievement. The performance of a group of people in an organization to complete a task or responsibility can also be called performance (Silaen, 2021). Performance is an achievement of a process that leads and is measurable over a certain period of time based on previously established

agreements or conditions (Edison & Komariyah, 2023). Meanwhile, the indicators for measuring employee performance according to Moehersono (2012) in (Prasetyo & Marlina, 2019) are as follows: 1. Effective, this indicator measures the degree of suitability of the resulting process in achieving something desired; 2. Efficient, this indicator measures the degree of conformity of the process to produce output using the lowest possible costs; 3. Quality, this indicator measures the degree of conformity between the quality of the product or service produced and consumer needs and expectations; 4. Timeliness, this indicator measures whether the work has been completed correctly and on time; 5. Productivity, this indicator measures the level of effectiveness of an organization.

B. Flexible Work Arrangements

Flexible work arrangements are an organizational policy and practice that allows employees to change, at least to a certain extent, the time and/or location they work or deviate from traditional working hours (Daniarsyah & Rahayu, 2020). This is in stark contrast to traditional work arrangements that require employees to work at standard times and places every day. Flexible work arrangements include weekend work, shift work, overtime, annual work contracts, part-time work, job sharing, flextime, temporary/casual work, fixed-term contracts, home-based work, remote work and compressed work weeks (Stella, 2020). A flexible work system allows employees to work at different hours according to employee needs, can be done remotely and can be adapted to emergency conditions experienced (Zodgekar & Fursman, 2007). There is a positive impact of work flexibility practices on companies, such as reducing absenteeism and tardiness, openness to technological changes, better quality of problem solving, and increasing work cost effectiveness. However, the practice of work flexibility has also been found to have a negative impact which leads to poor work-life balance and results in damage to the family structure (Azza & Hendriani, 2023).

C. Work Discipline

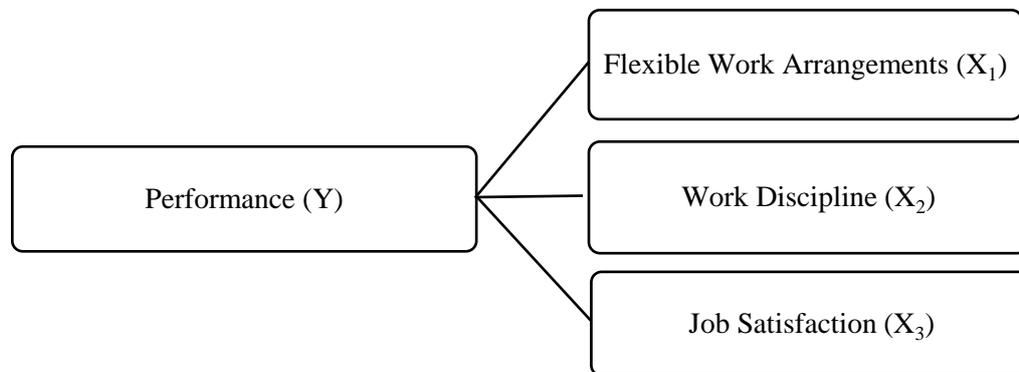
Discipline is training, especially training of thoughts and attitudes to produce self-control, habits to obey applicable regulations (Sondang&Siagian, 2006). Work discipline is a tool that managers use to communicate with their employees to ensure that employees are motivated to change their behavior and have the awareness and willingness to comply with all applicable company regulations and social norms (A. E. Sutrisno, 2019). Work discipline is an attitude of respect, respect, obeying and complying with established regulations, both written and unwritten, as well as implementing and enforcing sanctions for violations of the duties and authority given to him (Amalia et al., 2024). According to (A. E. Sutrisno, 2019) indicators regarding work discipline include: (1) Regulations on entry, departure and rest hours; (2) Basic rules regarding dress and behavior at work; (3) Regulations on how to do work and relate to other work units; (4) Regulations about what employees can and cannot do while in the organization and so on.

D. Job Satisfaction

Job satisfaction is an employee's attitude towards work, and is related to working conditions, cooperative relationships between employees, rewards received from work, as well as physical and psychological factors. Satisfaction is an emotional response felt by employees in the form of happiness, satisfaction, or dissatisfaction (E. Sutrisno, 2019). Employee job satisfaction is an employee's emotional state towards their work. Employees with high job satisfaction have a

positive attitude towards their work. On the other hand, employees who are dissatisfied with their work have a negative attitude towards their work (Wiliandari, 2015). Job satisfaction is an important factor for working individuals. According to Robbins (2015: 259) in (Citrawati & Khuzaini, 2021) said that employees prefer work that is mentally challenging in that it provides opportunities to use the employee's skills and abilities, offers a variety of tasks, provides freedom and provides feedback on how well the work is done. employees do. The level of employee satisfaction or dissatisfaction reflects how well or badly employees are treated in a company. Employees with high job satisfaction tend to have better discipline and carry out their responsibilities better than employees with low job satisfaction.

Framework



Research Hypothesis

Based on the framework of thought explained above, this research can be described in the form of a hypothesis as follows:

H_{1,1} Flexible Work Arrangements have a positive effect on BPS PPL performance

H_{1,2} Work Discipline has a positive effect on BPS PPL performance

H_{1,3} Job satisfaction has a positive effect on BPS PPL performance

H_{1,4} Flexible Work Arrangements, Work Discipline and Job Satisfaction influence the performance of PPL BPS

III. METHODS

Research Desain

The author will conduct research using quantitative descriptive methods. This research method is also closely related to numbers which can be analyzed using statistical techniques to obtain an analysis of the results (Sugiyono, 2013). According to (Sugiyono, 2013), it is explained that the quantitative method is a research method based on a positivist philosophy aimed at describing and testing the

hypotheses made by the researcher. In the descriptive research method, problem solving procedures are carried out by describing the research object in its current state based on existing facts, then analyzing and interpreting it.

Unit of Analysis

A unit of analysis or study unit is anything that is considered to provide a concise overview of the unit as a whole and explains the various differences between units of analysis. The unit of analysis in this research is the individual who is the respondent in this research, namely the Field Data Collection Officer of the Trenggalek Central Statistics Agency in District X.

Population

Population is a generalized area consisting of subjects or objects that have certain quantities and characteristics determined by the researcher to be studied and conclusions drawn from the research (Sugiyono, 2013). In this research, the author will use a population consisting of all data collection partners of the Trenggalek Regency Central Statistics Agency (BPS) in sub-district X who are actively working in 2023, totaling 60 people.

Samples and Sampling Techniques

The sample is part of the number and characteristics of a population (Sugiyono, 2013). The sampling technique used by the author is a non-random sampling method or what is usually called non-probability sampling. According to (Sugiyono, 2013) non-probability sampling is a sampling technique that does not provide equal opportunities for each member of the population to be selected as a sample. The type of non-probability sampling used by the author is purposive sampling. Purposive sampling is a sampling technique by paying attention to certain criteria with the main aim of producing samples logically and considered capable of representing the population (Sugiyono, 2013). In this research, the author has determined the criteria with the following details: (1) The sample is a data collection partner at the Trenggalek Central Statistics Agency; (2) The sample is a data collection partner at the Trenggalek Central Statistics Agency who works in sub-district X; (3) The sample is a data collection partner at the Trenggalek Central Statistics Agency who is assigned to sub-district X and is actively working in 2023.

In determining the sample the author used the Slovin formula, as follows:

$$n = \frac{N}{1 + N (e)^2}$$

Information:

n = Sample size or number of respondents

N = Population size

e = Percentage of allowance for sampling error accuracy that can still be tolerated; 10%

In this study there was a population of 60 people, and the percentage allowance used was 10%, so that the results of the calculations would be rounded by the compiler to make them appropriate. The sample calculations are as follows:

Is known :

$$N = 60$$
$$n = \frac{60}{1 + 60 (0,1)^2}$$

$$n = \frac{60}{1,6}$$

$$n = 37,5$$

$$n = 38$$

Based on the results of these calculations, the minimum number of samples that can be taken by the author for this research is 38 people.

Data Types and Sources

In this research, the type of data used is quantitative data, namely using data expressed in the form of numbers. Meanwhile, the data sources used in this research are primary data and secondary data which will be described as follows:

Primary Data

Primary data is a source of data obtained by researchers by direct field observations, surveys, interviews or by distributing questionnaires (Sugiyono, 2013). In this research, the author obtained primary data using a questionnaire obtained directly from the respondents concerned.

Secondary Data

Secondary data is a source of data that researchers cannot obtain directly when conducting research, either through other people or using existing documents (Sugiyono, 2013). In this research the author uses secondary data in the form of processed questionnaire data, books, journals, e-books and company document data related to the research.

Method of Collecting Data

In this research, to obtain the required data the author will use a questionnaire as a data collection method. According to (Sugiyono, 2013) a questionnaire is a technique for collecting data which will be done by giving a set of questions or written statements to respondents to answer. Collecting data in this way is one of the most efficient methods if a researcher knows exactly what is expected from respondents and what variables will be measured to draw research conclusions.

The author distributed questionnaires using Google form media which will be distributed to Central Statistics Agency data collection partners as samples. This questionnaire was distributed by contacting data collection partners using WhatsApp communication media to shorten time and costs. Apart from that, the author has limitations in meeting data collection partners for direct interaction due to location factors spread across many places. Apart from that, the appearance on the Google Form is more attractive than a regular questionnaire and respondents can fill out this questionnaire anytime and anywhere without having to rush.

Research Instrument

Each question item or statement in the questionnaire will be measured and expressed using a Likert scale, this scale is used to measure opinions, attitudes and perceptions of individuals and groups regarding social phenomena (Sugiyono, 2013). In this questionnaire, the author will use a scale of 1-4 which will represent respondents which will be described as follows:

No.	Information	Value
1.	Strongly Agree	4
2.	Agree	3
3.	Don't Agree	2
4.	Strongly Disagree	1

Source: Processed

This study only used four scales to avoid neutral or hesitant answers from respondents. With this, respondents are required to answer each question or statement by choosing one of the four scales that corresponds to what they have felt. The answers on the Likert scale used in this study are strongly agree, agree, disagree, and strongly disagree, with the highest score (answer strongly agree) being four and the lowest score (answer strongly disagree) being one

Instrument Validity and Reliability Testing

Validity Test

Validity test is a measurement that proves the existence of a level of validity in data. The data is said to be valid and suitable for use, stating that the variables that were carefully studied were carried out correctly. The high or low validity of the data can explain that the value of the data collected does not deviate from the truth.

In processing data in the SPSS program, the validity test tool used is the Pearson Product Moment correlation coefficient value method which correlates the score of each variable with the total variable score. The correlation coefficient value is obtained using the validity test formula, namely:

$$r_{xy} = \frac{N \sum XY - (\sum X) (\sum Y)}{\sqrt{\{N \sum X^2 - (\sum X)^2\} \{N \sum Y^2 - (\sum Y)^2\}}}$$

Information:

X = Item Score

Y = Total Score

r_{xy} = Correlation Coefficient Between Variable X and Variable Y

N = Number of Samples

The value for testing validity can be proven by a two-sided test with a significance of 0.05. A questionnaire is declared valid if it is tested by comparing the calculated r correlation coefficient value to the table r value. Validity testing conditions are used as follows:

- a. If the significance of the variable r calculated > r table then the questionnaire is said to be valid.
- b. If the significance of the variable r calculated < r table then the questionnaire is said to be invalid

Reliability Test

The use of reliability testing is to test whether the data in the questionnaire can be trusted. Reliability is measured by consistency between the instruments used. In processing data in the SPSS program, instrument reliability testing can be carried out using Cronbach's alpha. Cronbach's alpha measures internal consistency, namely measuring how close the instruments are in the questionnaire. Cronbach's alpha is usually used to measure questionnaires that use a Likert scale to form a scale. The Cronbach's alpha reliability value is obtained using the formula, namely:

$$r_{11} = \left(\frac{k}{k-1} \right) \left(1 - \frac{\sum \sigma b^2}{\sigma t^2} \right)$$

Information:

r_{11} = instrument reliability

k = number of statement items

$\sum \sigma b^2$ = number of variants in the item

σt^2 = total variance

Reliability tests are carried out jointly on all statements. If:

- a. If the alpha value is greater than 0.60, it is said to be reliable
- b. If the alpha value is less than 0.60, it is said to be unreliable.

Processing and Analysis of Data

Data Interval Classification

To interpret the meaning of categories in interpreting the results of this research based on the answer scores from each respondent. Respondents' responses regarding the variables in each statement or question were carried out by calculating the mean or average of respondents' answers in each item as a whole with the following explanation:

The interval between one criterion and another has been obtained at 0.75 by subtracting the weight of the highest score (4) from the weight of the lowest score (1), then dividing by the number of existing criteria (4). The calculation is as follows:

$$\frac{4 - 1}{4} = 0,75$$

No.	Interval	Evaluation
1.	1,00-1,75	Not Good
2.	>1,75-2,50	Pretty Good
3.	>2,50-3,25	Good
4.	>3,25-4,00	Very Good

Source: Processed

Classic Assumption Test

The classical assumption test is a statistical provision for regression and correlation tests that need to fulfill the principles of data conditions that need to exist before analyzing multiple linear tests.

a. Normality test

The normality test is used to see whether the residual value being tested has a normal distribution. To test the normality of the data, it can be done using the Histogram Regression Residual measuring tool, Normal P-P Plot Regression Standardized and One Sample Kolmogorov-Smirnov Test

b. Multicollinearity Test

The multicollinearity test is used to determine whether there is a linear relationship between the independent variables and each other. The criteria for testing multicollinearity are if the VIF value is < 10 and tolerance > 0.1 , then it is stated that there are no symptoms of multicollinearity between the independent variables. On the other hand, if the VIF value is > 10 and tolerance is > 0.1 , then in the regression model there are symptoms of multicollinearity

c. Heteroscedasticity Test

The heteroscedasticity test is used to prove whether the regression model under study experiences unequal variance in residual values between observations. Measuring tools that can be used to test heteroscedasticity are the Scatterplot and the Park Gleyser test

Multiple Linear Regression Analysis

The use of multiple linear regression analysis is to connect more independent variables to the dependent variable. Multiple linear analysis aims to measure the intensity relationship between variables. The multiple linear regression equation is described using the formula, namely:

$$Y = a + b_1x_1 + b_2x_2 + b_3x_3 + e$$

Performance = $a + b_1$ Flexible Work Arrangements + b_2 Work Discipline + b_3 Job satisfaction + e
Information:

Y is the Performance variable

X_1 is the Flexible Work Arrangements variable

X_2 is the Work Discipline variable

X_3 is the Job Satisfaction variable

a is a constant

b_1 , b_2 , and b_3 are regression coefficients

e is the error variable (residual)

Determination Coefficient Analysis (R^2 Test)

The use of the coefficient of determination (R^2) is to measure the percentage value of the ability of the independent variable to influence the dependent variable. The coefficient of determination test can be measured by the R-Square value which will appear in the SPSS program summary model display. The value of the coefficient of determination is between 0 – 1. The R^2 value which is small proves that the independent variable has very limited influence on the dependent variable. Meanwhile, an R^2 value

that is large or close to 1 proves that the independent variable has a large influence on the dependent variable

Partially Significant Test (t Test)

The t test is useful for testing the hypothesis of the influence of an independent variable on the dependent variable. Conditions for testing hypotheses with a significant level of $\alpha = 0.05$, namely:

- a. The significant value is > 0.05 , so it is said that H_0 is accepted and H_a is rejected, meaning that one independent variable does not have a significant effect on the dependent variable.
- b. The significant value is < 0.05 , so it is said that H_0 is rejected and H_a is accepted, meaning that one independent variable has a significant effect on the dependent variable.

The calculated t value is found using the following formula:

$$t_{hitung} = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

Information:

- t = calculated t test value that will be compared with the t table
- r = correlation coefficient
- r^2 = coefficient of determination
- n = number of samples

To test the testing hypothesis with a comparison between t count and t table as follows:

- a. t count $>$ t table, then H_0 is rejected and H_a is accepted, meaning that the independent variable has an effect on the dependent variable.
- b. t count $<$ t table, then H_0 is accepted and H_a is rejected, meaning that the independent variable has no effect on the dependent variable.

Simultaneous Significant Test (F Test)

The F test is useful for proving whether all independent variables together influence the dependent variable. The model feasibility test is explained in the analysis of variance table (analysis of variance = ANOVA). The table F value is determined based on $\alpha = 0.05$ and the df value is obtained for the numerator from the calculation $(k - 1)$ then the df size for the denominator from the calculation $(n - k)$ from the F distribution table. Calculation of the calculated F value uses the formula, namely:

$$F_{hitung} = \frac{R^2/K}{(1-R^2)/(n-k-1)}$$

Information:

- F = calculated F test value which will be compared with F table
- R^2 = coefficient of determination
- n = number of samples
- k = number of independent variables

If calculated $F >$ F table (sig α 0.05), then H_0 is rejected, meaning that all independent variables together have a significant effect on the dependent variable so that the regression model is declared

feasible. On the other hand, if $F_{count} < F_{table}$ (sig α 0.05), then H_0 is accepted, meaning that all independent variables together have no significant effect on the dependent variable so the model is declared unfeasible.

Statistical Hypothesis

The statistical hypothesis of this research is as follows:

$H_0 : b_1 \leq 0$ There is no partial positive influence of flexible work arrangements on the performance of BPS Field Data Collection Officers

$H_1 : b_1 > 0$ There is a partial positive influence of flexible work arrangements on the performance of BPS Field Data Collection Officers

$H_0 : b_2 \leq 0$ There is no partial positive influence of work discipline on the performance of BPS Field Data Collection Officers

$H_1 : b_2 > 0$ There is a partial positive influence of work discipline on the performance of BPS Field Data Collection Officers

$H_0 : b_3 \leq 0$ There is no partial positive influence of job satisfaction on the performance of BPS Field Data Collection Officers

$H_1 : b_3 > 0$ There is a partial positive influence of job satisfaction on the performance of BPS Field Data Collection Officers

$H_0 : b_1, b_2, b_3 = 0$, There is no influence of flexible work arrangements, work discipline and job satisfaction on the performance of BPS Field Data Collection Officers

$H_1 : b_1, b_2, b_3 \neq 0$, One of the flexible work arrangements, work discipline and job satisfaction influences the performance of BPS Field Data Collection Officers

IV. RESULTS AND DISCUSSION

In this section, the research is still conceptual and focuses on developing a theoretical framework. Because this research has not yet been conducted, the following results and discussion are based on the conceptual framework and review of existing literature. There are several literature reviews regarding research such as Flexible Work Arrangements, Work Discipline, Job Satisfaction, and Employee Performance to support research. Apart from that, there are allegations or hypotheses from this research as a reference which will then be developed and proven by the results by the author using the research methods described. The following is an illustration of the results expected by researchers:

A. The Effect of Flexible Work Arrangements on the Performance of BPS Field Data Collection Officers

It is expected that flexible work arrangements will have a partial positive impact on PPL performance. With flexibility in work hours and locations, PPL can more easily adapt to various situations in the field and reduce stress levels, thereby increasing work effectiveness and efficiency. This hypothesis is also in line with the findings of previous research conducted by (Irawati, 2021) which also found that the variable flexible work arrangement system had a positive and significant effect on employee performance. In research conducted by (Winarti et al., 2023) at the Organization and Governance Bureau, it was found that FWA had a positive and significant

effect on the performance of employees at the Organization and Governance Bureau. Furthermore, research by (Gunawan & Franksiska, 2020) also states that Flexible Work Arrangements have a positive effect on employee performance. In line with this statement, the literature study put forward by (Azza & Hendriani, 2023) shows that the practice of work flexibility can significantly reduce turnover intentions, increase organizational profitability, productivity and performance, increase return of labor, increase the possibility of stress, and increase the difficulty of separating life. work and family life.

B. The Influence of Work Discipline on the Performance of BPS Field Data Collection Officers

High work discipline is expected to ensure tasks are completed on time and according to standards, even though there is flexibility in time and place of work. It is hoped that work discipline can have a partial positive impact on PPL performance. This hypothesis is also in line with the findings of previous research conducted by (Amalia et al., 2024) which also found that the work discipline variable had a significant positive effect on employee performance. Research (Iskandar, 2021) shows that work discipline variables have a significant effect on employee performance. A different statement occurred in research (Surandi et al., 2023) where the work discipline variable and employee performance showed results that did not have a significant effect on employee performance. With the results of previous research, it is hoped that researchers can provide conclusions on research related to work discipline and performance.

C. The Influence of Job Satisfaction on the Performance of BPS Field Data Collection Officers

It is hoped that job satisfaction will have a partial positive impact on PPL performance. High job satisfaction is expected to increase motivation, loyalty and commitment of PPL, so that they are more enthusiastic in carrying out their duties and responsibilities. This hypothesis is also in line with the findings of previous research conducted by (Citrawati & Khuzaini, 2021) which found that the job satisfaction variable has a positive and significant influence on employee performance. Research (Prasetyo & Marlina, 2019) also found that job satisfaction has a significant effect on employee performance. However, a different statement occurs in research (Winarti et al., 2023) which states that job satisfaction has no effect on employee performance. With the results of previous research, it is hoped that researchers can provide conclusions on research related to job satisfaction and performance in accordance with the hypotheses that have been determined.

D. Simultaneous Influence of Flexible Work Arrangements, Work Discipline, Job Satisfaction on the Performance of BPS Field Data Collection Officers

In previous research, researchers could not find similar research that examined the variables of flexible work arrangements, work discipline, and job satisfaction on employee performance together. This research is expected to be able to produce these conclusions. The combination of flexible work arrangements, work discipline, and job satisfaction is expected to have a significant positive influence on the performance of PPL BPS Trenggalek Regency. With supportive arrangements, accompanied by discipline and high job satisfaction, PPL performance can increase optimally.

V. CONCLUSION

This research aims to determine and analyze the influence of flexible work arrangements, work discipline and job satisfaction on the performance of Field Data Collection Officers at the Central Statistics Agency of Trenggalek Regency. The population plan that will be used is the Field Data Collection Officer of the Trenggalek Regency Central Statistics Agency with a total sample of 38 people who have been calculated using the Slovin formula. The method used in this research is descriptive quantitative using a Likert scale. Primary data collection using Google forms. Data processing was carried out using IBM SPSS Statistics.

Empirical research has not been carried out but based on conceptual studies and literature reviews that have been carried out, it can be concluded that flexible work arrangements, work discipline and job satisfaction have great potential to influence the performance of field data collection officers (PPL) at the Central Statistics Agency (BPS) of Trenggalek Regency. Further empirical research is needed to test, illustrate and confirm these findings. Implementation of appropriate policies based on empirical research results is expected to have a real positive impact on improving PPL performance and the quality of the statistical data produced. It is hoped that this research can provide valuable insight for BPS Trenggalek Regency in designing and implementing more effective work policies to improve PPL performance. Therefore, this research paves the way for further studies that are more in-depth and based on empirical data, which will provide a stronger foundation for BPS in improving the performance of its field data collection officers.

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