

# The Effect of Flexible Working Space, Flexible Working Hours and Self Efficacy on The Performance of Interior Designers in South Jakarta

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## Keywords

*Flexible Working Space, Flexible Working Hours, Self Efficacy And Designer Performance.*

## ABSTRACT

This study investigates the impact of Flexible Working Space, Flexible Working Hours, and Self-Efficacy on the performance of interior designers in South Jakarta. Employing an associative research approach, the research incorporates qualitative data processed quantitatively. The primary data source is obtained through purposive sampling, involving a population of 100 individuals with a 95% significance level and a standard deviation of 25%. The findings reveal that flexible working space exerts a positive and significant influence on designer performance. Additionally, flexible working hours demonstrate a positive and significant impact on designer performance. Moreover, self-efficacy is found to positively and significantly affect designer performance. These insights are derived from the analysis of data through multiple linear regression techniques, utilizing the Statistical Product and Service Solution (SPSS) Program version 25. In conclusion, this research underscores the pivotal role of flexible working conditions and self-efficacy in enhancing the performance of interior designers. The positive correlations identified emphasize the importance of adapting workplace structures and fostering self-belief for optimal professional outcomes in this field.

## INTRODUCTION

One of the most important aspects in the development of the company is human resources, where the results of achieving company goals can be achieved on the role of workers who have the ability in their fields. Companies require workers to continue to develop and improve their abilities. Today many companies are looking for workers who have high loyalty traits and are able to continue to grow to fulfill the responsibilities given by the company to these workers (Yusuf, 2018).

Indonesia's economic growth experienced a slowdown in mid-2020 due to the impact of the world health crisis, namely the Covid-19 pandemic. Where the Covid-19 pandemic greatly affected the slowdown in almost all aspects of GDP, which had been targeted at the beginning of 2020 at 5.3%, updated to -0.4 – 2.3%. In this situation, the Indonesian economy is still considered better than the performance of other countries.

From the point of view of interior consulting bureaus, the COVID-19 pandemic has had a significant impact on several types of construction work. The impact can be seen in the types of commercial construction work such as offices, hotels and retail, the impact on this type of work is the impact of government policies on the appeal to maintain physical distance which causes a significant decrease in

demand.

Interestingly, the type of health construction work did not experience a negative impact, on the contrary, it experienced a very significant increase due to the lack of health facilities to meet the need for health space in handling COVID-19 patients. Similarly, the type of residential, industrial and educational construction work that can be seen is not too significant, what causes this to happen is that this type of work is long-term and is a major need with a high probability that it will still experience an increase in demand, so with this it is precisely the type of retail and restaurant construction work that The impact is very significant compared to other types of construction work.

A survey conducted by archify (2021) resulted in that all interior designers agree on the impact of the pandemic on ongoing work. However, many argue that this condition will not last long and predict that in 2021 the performance of interior consulting firms will improve.

The routine that has always been done by interior design such as interacting, gathering and doing business trips is no longer done due to the impact of the pandemic and the implementation of policies by the government on maintaining distance or physical distancing aimed at inhibiting the spread of the virus, from these policies many interior designer jobs are hampered but this isIt does not stop interior designers from continuing to work and find solutions in order to adapt to the situation that is happening.

From the survey results in figure 1.5 on the point of WFH or work from home may be my choice in the future to have a score of 36% that respondents said they agreed to implement work from home or outside the office in the future period.

Work from home or more precisely we can interpret as working outside the office shows us that changes in conventional work culture regarding the workplace. Flexible working is an alternative work culture that can be adapted for future work methods, aspects of flexible working can be divided into 2, namely flexible working space and flexible working hours (Driyantini et al., 2020).

Pandiangan (2018) said that in the 1970s flexible working had become one of the choices for working methods. Not a few companies are now implementing flexible working, especially in interior consulting firms where workers are given policies in managing their own workplace and working time, many benefits can be obtained from flexible working, including reducing stress levels on the way to work, reducing conflicts between dividing time for work and family, reducing the number of worker absences and so on.

Flexible working cannot be applied to all workers, only workers who have a level of discipline and initiative are able to apply this method of working. Flexible working increases the emergence of more creative ideas arising from a comfortable work atmosphere, and has a great influence on the level of satisfaction at work which will create a high commitment and sense of responsibility related to self-efficacy of the work that has been given by the company.

Nugrahani (2013) in his research said that "Self efficacy is an individual's assessment of his own ability or competence in performing a task, achieving a goal and producing something". In the statement that has been conveyed above, it can be concluded that self-efficacy is the awareness of the potential possessed by the related individual in facing a task given to him, self-efficacy is the belief that "I can". Workers who have a high level of self-efficacy will say "that I am able to complete this job" and conversely workers who have a low level of self-efficacy will feel unable to complete the task given and can even avoid the responsibility and give it to others

The conclusion that can be drawn from the description above is that there are several factors that affect employee performance such as flexible working, discipline, responsibility, creativity,

cooperation and self-efficacy. Companies must pay very serious attention to aspects that can affect employee performance that will have an impact on company profits. There have been many previous studies or studies that discuss what influences can affect employee performance, here are some previous studies that are references to this study:

Research conducted by Andre Goni, Lucky O. H. Dotulong and Merinda H. C. Pandowo (2021) with the research title "The Effect of Self Efficacy, Work Environment, and Work Culture on the Performance of Administration Division Employees at the Regional Office of the Ministry of Law and Human Rights of North Sulawesi During the Pandemic Period" resulted in a statement that Self efficacy "Work environment and work culture simultaneously have a positive and significant influence on the performance of administrative division employees at the Regional Office of the Ministry of Law and Human Rights of North Sulawesi".

Furthermore, research conducted by Andi Triyawan and Zubdiana El Ummah Fendayanti (2021) with the research title "The Impact of the Covid-19 Pandemic on the Sustainability of Construction Service Companies" shows that "The focus and seriousness of the government in national disaster management is increasingly visible and confirmed by the issuance of Presidential Decree No.11 of 2020 concerning the Determination of Covid-19 Public Health Emergencies".

Furthermore, research conducted by Hendrik Pandiangan (2018) entitled "Flexible Working Arrangement and Its Effect on Work Life Balance in Online Transportation Service Drivers in Yogyakarta City" shows that "The implementation of flexible working hours is very effective for drivers, where they feel comfortable and enjoy this work, so they are more productive, excited and motivated at work".

Then the last research conducted by Ratri Nugrahani (2013) entitled "The Relationship of Self Efficacy and Learning Motivation with Learning Independence of Class V Students of SD Negeri Se-Kecamatan Danureja Yogyakarta" shows that "There is a positive and significant relationship between self efficacy and learning motivation, the relationship shows that the higher the self efficacy and motivation to learn, the higher the independence of learning possessed by students"

Based on the description above, the author is interested in researching and further examining whether the influence of Flexible Working Space, Flexible Working Hours and Self Efficacy on the performance of interior designers is found, so in this Final Project the author takes the title "The Effect of Flexible Working Space, Flexible Working Hours and Self Efficacy on the Performance of Interior Designers in South Jakarta"

## **METHODS**

This study adopts associative research methods to explore the relationship between certain variables, namely flexible working space, flexible working hours, and self efficacy on the performance of interior designers in South Jakarta. Research plans and stages, such as proposal preparation, data collection through questionnaires, and data analysis, have been arranged in the table of research plans and stages. The data source came from respondents, namely interior designers in the South Jakarta area, with the use of qualitative data processed quantitatively through the Likert scale in the questionnaire. The study population included interior designers working in the region, and samples were taken through purposive sampling techniques with the number of respondents determined through the William G. Cochran formula.

The data collection process is carried out by distributing questionnaires, which will then be processed through descriptive and inferential analysis, including multiple linear regression to test the effect of the independent variable on the dependent variable. Previously, tests were carried out on the validity and reliability of instruments, as well as tests of classical assumptions such as normality,

multicollinearity, and heteroscedasticity. Furthermore, the F test and t test are used to test the significance of the influence of the independent variable together and partially. The entire study is directed to provide a deeper understanding of the factors that affect the performance of interior designers in the context of flexible working space and flexible working hours. Test Instruments

The results of the validity test showed that all questions on the questionnaire, related to the variables Flexible Working Space (X1), Flexible Working Hours (X2), Self Efficacy (X3), and Designer Performance (Y), were declared valid. Using a calculated value greater than rtable (0.1946), this study verified the accuracy of the measurement instrument. The reliability test process with the Cronbach Alpha method also showed satisfactory results, with the reliability value of each variable above 0.600. The variable Flexible Working Space (X1) has reliability of 0.852, Flexible Working Hours (X2) of 0.873, Self Efficacy (X3) of 0.749, and Designer Performance (Y) of 0.756. Therefore, it can be concluded that the measuring instruments used in this study can provide consistent and reliable measurements.

## RESULTS

### Classical Assumption Test

#### Normality Test

One Simple Kolmogorov-Sminorv test or normality test is used to determine the distribution of data, whether it follows a normal, passionate, or uniform distribution. In this case to find out whether the independent variable and the dependent variable are both normally distributed or not. The distribution data is said to be normal if the level of significance  $> 0.05$  and if the opposite is significant  $< 0.05$  then it is said to be abnormal. The following table of results from the normality test is presented as follows:

**Table 1. Normality Test Results**  
**One-Sample Kolmogorov-Smirnov Test**  
Unstandardized Residual

|                                  |                |            |
|----------------------------------|----------------|------------|
| N                                |                | 100        |
| Normal Parameters <sup>a,b</sup> | Mean           | .0000000   |
|                                  | Std. Deviation | 2.18439550 |
| Most Extreme Differences         | Absolute       | .054       |
|                                  | Positive       | .050       |
|                                  | Negative       | -.054      |
| Test Statistics                  |                | .054       |
| Asymp. Sig. (2-tailed)           |                | .200c,d    |

Source: SPSS output 25. Coefficients, linear regression. Processed 2022

Based on the results of the normality test referring to table 4.10 it can be seen that the value of Asymp. Sig (2- Tailed) of 0.200 is greater than 0.05 ( $0.200 > 0.05$ ) so it can be concluded that the data on the above research variables are normally distributed.

#### Multicolonicity Test

The multicolonicity test is used to determine whether or not there is a deviation from the classical assumption of multicolonicity, namely the existence of a linear relationship or variance

inflation factor (VIF) value, if the Tolerance value > 0.10 or VIF < 10, then it can be said that multicollinearity does not occur in the processed model.

**Table 2. Multicollinearity Test Results**

| Type |                        | Tolerance | VIF   |
|------|------------------------|-----------|-------|
| 1    | Flexible Working Space | .275      | 3.634 |
|      | Flexible Working Hours | .787      | 1.271 |
|      | Self Efficacy          | .242      | 4.132 |

Source: SPSS output 25. Coefficients,linear regression. Processed 2022

As based on table 4.11 (Coefficients) it can be seen that the variance inflation factor (VIF) of each independent variable has the following values:

1. The VIF value for the flexible working space (X1) variable is  $3.634 < 10$  and the tolerance value is  $0.275 > 0.10$ .
2. The VIF value for the variable flexible working hours (X2) is
3.  $1.271 < 10$  and tolerance value of  $0.787 > 0.10$ .
4. The VIF value for the self-efficacy variable (X3) was  $4.132 < 10$  and the tolerance value was  $0.242 > 0.10$ .
5. Thus, it is concluded that the regression equation model does not occur multicollinearity and can be used in this study.

**Heteroscedasticity Test**

The heteroscedasticity test is performed to test whether in a regression model, there is an inequality of variance from residual from one observation to another. A good regression model is one that does not occur heteroscedasticity. In this study, it was carried out with glacier tests. If the Glacier Test value seen from the Sig value is more than 0.05 then there are no symptoms of heteroscedasticity, and if the Sig number is below 0.05 then symptoms of heteroscedasticity occur.

**Table 3. Heteroscedasticity Test Results**

| Coefficients <sup>a</sup> |                             |       |            |                           |       |      |
|---------------------------|-----------------------------|-------|------------|---------------------------|-------|------|
| Type                      | Unstandardized Coefficients | B     | Std. Error | Standardized Coefficients | t     | Sig. |
| 1 (Constant)              |                             | 2.745 | 1.772      |                           | 1.549 | .125 |
|                           | Flexible Working Space      | -.023 | .064       | -.070                     | -.361 | .719 |
|                           | Flexible Working Hours      | .017  | .025       | .079                      | .688  | .493 |
|                           | Self Efficacy               | -.020 | .070       | -.057                     | -.278 | .781 |

Source: SPSS output 25. Coefficients,linear regression. Processed 2022

Table 3. The above explains that the results of each independent variable, namely flexible working space (X1), flexible working hours (X2) and self efficacy (X3) by utilizing the glacier model, obtained real results greater than 0.05 (sig > 0.05) which means that the data in this study does not occur heterokedasticity problems which in the end this study can be continued.

**Inferential Analysis**

**Multiple Linear Regression Analysis**

Multiple linear regression analysis is included in the form of analysis that discusses the extent of the influence of the independent variable (X) on the dependent variable (Y). Where the independent variables are included in flexible working space (X1), flexible working hours (X2) and self efficacy (X3) and dependent variables are included in designer performance (Y). In calculating the regression coefficient in this study utilizing the SPSS 25 program. Below are included in the output results listed in Table 4. below:

| <b>Table 4. Multiple Linear Regression Coefficientsa</b> |        |       |                                |       |      |
|--|--------|-------|--------------------------------|-------|------|
| Unstandardized Coefficients                              |        |       | Standardized Coefficients Beta | t     | Sig. |
|  | Type   | B     |                                |       |      |
| 1 (Constant)   | 12.298 | 2.836 |                                | 4.336 | .000 |
| Flexible Working Space                                   | .346   | .102  | .389                           | 3.406 | .001 |
| Flexible Working Hours                                   | .101   | .040  | .168                           | 2.495 | .014 |
| Self Efficacy  | .348   | .112  | .377                           | 3.097 | .003 |

Source: SPSS output 25. Coefficients,linear regression. Processed 2022

Based on table 4. Above, we get the multiple linear regression equation as follows:

$$Y = 12.298 + 0.346 X1 + 0.101 X2 + 0.348 X3$$

Information:

- Y = Designer Performance
- X1 = Flexible Working Space
- X2 = Flexible Working Hours
- X3 = Self Efficacy

The regression equation shows that the constant is 12.298 and it can be explained that the constant is 12.298, which states that if the flexible working space (X1), flexible working hours (X2), self efficacy (X3) values are constant (unchanged), then the designer's performance score is 12.298 with an error standard of 2.836. From the results of the multiple linear regression equation, each independent variable can be interpreted as having an effect on designer performance as follows:

- a. The variable flexible working space has a regression coefficient of 0.346 meaning that if the flexible working space increases by one point, then the designer's performance will increase by

0.346 or 34.6% with other independent variables the value is constant. While at the positive number sign of 0.346, it means that if the flexible working space is getting better, then the designer's performance will also increase.

- b. The variable flexible working hours has a regression coefficient of 0.101 meaning that if flexible working hours increase by one point, then the designer's performance will increase by 0.101 or 10.1% with other independent variables being constant. While at the positive number sign of 0.101, it means that if flexible working hours are getting better, then the designer's performance will also increase.
- c. The self-efficacy variable has a regression coefficient of 0.348, meaning that if self-efficacy increases by one point, then the designer's performance will increase by 0.348 or 34.8% with other independent variables constant values. While at the positive number sign of 0.348, it means that if self-efficacy is getting better, then the designer's performance is also increasing.

**Model Due Diligence**

**Test F**

Test F is used to test the significance of the influence of independent variables, namely flexible working space, flexible working hours and self efficacy on the dependent variable, namely designer performance through the ANOVA test (Test F).

**Table 5. F Test Results**

| ANOVAa         |    |             |        |       |  |  |
|----------------|----|-------------|--------|-------|--|--|
| Sum of Squares | Df | Mean Square | F      | Sig.  |  |  |
| Regression     | 3  | 299.774     | 60.921 | .000b |  |  |
| Residuals      | 96 | 4.921       |        |       |  |  |
| Total          | 99 |             |        |       |  |  |

Source: SPSS output 25. Coefficients,linear regression. Processed 2022

As shown in the data output of the Anova Table in Table 4.14 above, it can be explained that the Fcalculate value is 60.921 with a sig value of 0.000. As based on the results of calculations assisted by the SPSS 25 program, the value of Sig = (0.000) is smaller than alpha or the error limit level obtained is 5% ( $\alpha = 0.05$ ). The meaning of the Sig value in the Anova table, the model is said to be real because it is below the specified alpha value limit of  $0.000 < 0.05$ .

Which in the end can be concluded that in this study the model is said to be real and worthy of use in this study as it is based on the Sig value obtained, that all independent variables can explain any changes in the value of the dependent variable because it has a significant influence.

**Test Coefficient of Determination (R2)**

The Coefficient of Determination (R2) test is used to obtain knowledge related to how much the ability of the independent variable developed in the study mentioned is able to explain the dependent variable.

**Table 6. Test Results of Coefficient of Determination (R2)**

| <b>Model Summary</b> |       |          |                   |                            |
|----------------------|-------|----------|-------------------|----------------------------|
| Type                 | R     | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                    | .810a | .656     | .645              | 2.218                      |

Source: SPSS output 25. Coefficients, linear regression. Processed 2022

In table 6. obtained the value of the coefficient of determination (R<sup>2</sup>) of 0.656 which means that the variable level of designer performance is influenced by flexible working space, flexible working hours and self efficacy of 65.6% while the remaining 34.4% is influenced by other factors outside the study.

### Hypothesis Test (Test t)

The t test, which is a partial regression coefficient, is used to determine whether partially each independent variable has a positive and significant effect on the dependent variable. To test the effect of the independent variable on the dependent variable, a significant level of 0.05 was used with the following criteria:

- a. If  $t_{count} > t_{table}$  and  $sig < 0.05$  then  $H_0$  is rejected and  $H_a$  is accepted, meaning that flexible working space, flexible working hours and self efficacy have a positive and significant effect on designer performance.
- b. If  $t_{count} < t_{table}$  and  $sig > 0.05$  then  $H_0$  is accepted, meaning that flexible working space, flexible working hours and self efficacy do not have a positive and significant effect on the designer's performance.

**Table 7. Test Results t**

| <b>Coefficientsa</b> |                        |                             |            |                           |       |      |
|----------------------|------------------------|-----------------------------|------------|---------------------------|-------|------|
| Type                 |                        | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|                      |                        | B                           | Std. Error | Beta                      |       |      |
| 1                    | (Constant)             | 12.298                      | 2.836      |                           | 4.336 | .000 |
|                      | Flexible Working Space | .346                        | .102       | .389                      | 3.406 | .001 |
|                      | Flexible Working Hours | .101                        | .040       | .168                      | 2.495 | .014 |
|                      | Self Efficacy          | .348                        | .112       | .377                      | 3.097 | .003 |

Source: SPSS output 25. Coefficients, linear regression. Processed 2022

As in the calculation results in table 4.16 Malacca obtained the explanation of the hypothesis in this study is below:

### 1. Hypothesis One Testing

As based on the test results in table 4.16, knowledge of the coefficients regression value of the



flexible working space variable (X1) is positive (0.389), which in the end can be said to be the variable flexible working space (X1) directly proportional (positive) to the designer's performance variable (Y) because the value of  $t$  is calculated  $> t$  table ( $3.406 > 1.985$ ) which in the end at the error rate of 5% then,  $H_0$  is set for rejection and  $H_a$  is set for acceptance, which means that there is a partial influence between flexible working space (X1) and designer performance (Y). The results mentioned are shown by the significance value of statistical tests for flexible working space (X1) variables of  $0.001 < 0.05$  obtained knowledge that flexible working space (X1) is significant with the performance of designers in South Jakarta (Y). So it was concluded that flexible working space produces a positive and significant influence on designer performance.

## 2. Second Hypothesis Testing

As based on the test results in table 4.16, knowledge of the coefficients regression value of the flexible working hours variable (X2) is positive (0.168), which in the end can be said to be the variable flexible working hours (X2) directly proportional (positive) to the designer's performance variable (Y) because the value of  $t$  is calculated  $> t$  table ( $2.495 > 1.985$ ) which in the end at the error rate of 5% then,  $H_0$  is set to be rejected and  $H_a$  is set to be accepted, which means that there is a partial influence between flexible working hours (X2) and designer performance (Y). The results mentioned are shown by the significance value of statistical tests for flexible working hours (X2) variables of  $0.014 < 0.05$  obtained knowledge that flexible working hours (X2) are significant with the performance of designers in South Jakarta (Y). So it was concluded that flexible working hours produce a positive and significant influence on designer performance.

## 3. Third Hypothesis Testing

As based on the test results in table 4.16, knowledge of the coefficients regression value of the self-efficacy variable (X3) is positive (0.377), which in the end can be said to be the self-efficacy variable (X3) directly proportional (positive) to the designer's performance variable (Y) because the value of  $t$  is calculated  $> t$  table ( $3,097 > 1,985$ ) which in the end at the error level of 5% then,  $H_0$  is set for rejection and  $H_a$  is set for acceptance, which means that there is a partial influence between self-efficacy (X3) and designer performance (Y). The results mentioned are shown by the significance value of statistical tests for the variable self efficacy (X3) of  $0.003 < 0.05$  obtained knowledge that self efficacy (X3) is significant with the performance of designers in South Jakarta (Y). So it was concluded that self-efficacy produces a positive and significant influence on designer performance.

## Discussion

### The Effect of Flexible Working Space on Designer Performance

Based on the results of research that has been conducted using the SPSS 25 program states that flexible working space has a positive and significant effect on the performance of interior designers in South Jakarta. The analysis was strengthened by using the results obtained through several tests and the results of hypothesis testing had a value of 3.406 and obtained the result that the significance value smaller than the probability limit of the error rate used was 5% ( $0.001 < 0.05$ ) which means that the variable flexible working space has a positive and significant effect on the performance of interior designers in South Jakarta.

The results of this study also support the results of previous research conducted by (Driyantini et al., 2020) proving that there is a positive influence and significance of flexible working space variables on organizational performance. And also supported by the results of previous research conducted by (Pandiangan, 2018) which showed the variable flexible working space has a positive effect and significance on driver performance.

### **The Effect of Flexible Working Hours on Designer Performance**

Based on the results of research that has been conducted using the SPSS 25 program states that flexible working hours have a positive and significant effect on the performance of interior designers in South Jakarta. The analysis was strengthened by using the results obtained through several tests and the results of hypothesis testing had a value of 2,495 and obtained the result that the significance value smaller than the probability limit of the error level used was 5% ( $0.014 < 0.05$ ) which means that the variable flexible working hours has a positive and significant effect on the performance of interior designers in South Jakarta.

The results of this study also support the results of previous research conducted by (Pandiangan, 2018) proving that there is a positive influence and significance of flexible working hours variables on driver performance.

### **The Effect of Self Efficacy on Designer Performance**

Based on the results of research that has been conducted using the SPSS 25 program states that self-efficacy has a positive and significant effect on the performance of interior designers in South Jakarta. The analysis was strengthened by using the results obtained through several tests and the results of hypothesis testing had a value of 3.097 and obtained the result that the significance value smaller than the probability limit of the error rate used was 5% ( $0.003 < 0.05$ ) which It is interpreted that the variable of self efficacy has a positive and significant effect on the performance of interior designers in South Jakarta.

The results of this study also support the results of previous research conducted by (Goni et al., 2021) proving that there is a positive influence and significance of self-efficacy variables on employee performance. And also supported by the results of previous research conducted by (Ali et al., 2021) which showed that self-efficacy variables had a positive effect and significance on employee performance

## **CONCLUSION**

Based on the results of the analysis and discussion in the previous chapter on the effect of flexible working space, flexible working hours, and self-efficacy on the performance of interior designers in South Jakarta, several important findings can be concluded. First, from data analysis, it can be seen that flexible working spaces have a positive and significant influence on the performance of interior designers, showing that an increase in the use of flexible workspaces has an impact on improving performance. These findings support the acceptance of hypothesis 1 (H1). Second, the results of the analysis also show that flexible working hours have a positive and significant influence on the performance of interior designers in South Jakarta, confirming that the increase in flexible working hours also contributes to improved performance. Thus, hypothesis 2 (H2) is accepted. Third, self-efficacy has also been shown to have a positive and significant influence on interior designers' performance, indicating that increased self-confidence has an impact on improving performance. These findings support the acceptance of hypothesis 3 (H3). In addition, the results showed that the value of the coefficient of estimation of the flexible working space variable was the most dominant of the designer's performance variables in South Jakarta, followed by the variables of self-efficacy and flexible working hours.

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