

Abstrak

Flexible Working Space (FWS) merupakan penataan pola kerja pegawai yang memberikan keleluasaan di tempat kerja dengan mengoptimalkan perangkat lunak atau keras untuk memajukan dan memelihara daya produksi pegawai serta mendukung kelangsungan pelaksanaan tugas dan fungsi Kementerian Keuangan. Tujuan dari penelitian ini adalah menjelaskan penerapan *flexible working space*, dampak *flexible working space* terhadap kinerja organisasi, dan tantangan penerapan *flexible working space* di lingkungan KPP Pratama Padang Satu pada Masa Pandemi Covid-19. Metode penelitian yang digunakan penulis yaitu metode kualitatif berupa metode penelitian kepustakaan dan metode penelitian lapangan untuk memperoleh data primer yang dikumpulkan dengan cara wawancara maupun data sekunder yang diperoleh dari dokumentasi. Hasil penelitian menunjukkan bahwa penerapan *flexible working space* pada KPP Pratama Padang Satu dimulai sejak awal pandemi Covid-19 yang mengharuskan setiap pegawai untuk memiliki fleksibilitas dalam menyelesaikan pekerjaan dari tempat tinggalnya. Penerapan kebijakan *flexible working space* pada KPP Pratama Padang Satu tidak menimbulkan efek buruk terhadap Nilai Kinerja Organisasi, walaupun terdapat berbagai tantangan yang dihadapi dalam penerapan *flexible working space*.

Kata kunci: *Flexible Working Space*, KPP Pratama Padang Satu, Pegawai

Abstract

Flexible Working Space (FWS) is an arrangement of employee work patterns that provides flexibility in the workplace by optimizing software or hardware to promote and maintain employee production power and support the continuity of the implementation of the duties and functions of the Ministry of Finance. The purpose of this research is to explain the application of flexible working space, the impact of flexible working space on organizational performance, and the challenges of implementing flexible working space in KPP Pratama Padang Satu during the Covid-19 Pandemic. The research method used by the author is a qualitative method in the form of library research methods and field research methods to obtain primary data collected by means of interviews and secondary data obtained from documentation. The results showed that the application of flexible working space at KPP Pratama Padang Satu began at the beginning of the Covid-19 pandemic which required every employee to have flexibility in completing work from their place of residence. The implementation of the flexible working space policy at KPP Pratama Padang Satu does not have a negative effect on the Organizational Performance Value, although there are various challenges faced in the implementation of flexible working space.

Keywords: *Flexible Working Space*, KPP Pratama Padang Satu, Employees