

## ABSTRACT

This study aims to prove the effect of Flexible Work Arrangements on employee performance during the Covid-19 period for employees of the SD IT BMT Dharmasraya Foundation. The beginning of the Covid-19 pandemic which affected the learning style system in schools which was originally face-to-face so that it turned online. What makes the style of teacher learning patterns also changes to deliver material so that at first it was difficult for teachers to adjust to the delivery of material that was done online but with workshops or training held to make it easier for teachers and provide a balance between working time and the social life of teachers by implementing Flexible Work Arrangement and Work Life Balance.

The methods used in this study are quantitative with descriptive and causality types of research. The population used in this study was an employee in the Human Resources Section at the Dharmasraya BMT Foundation with a sample number of 60 respondents with sampling using Saturated sampling technique. The analytical techniques used are descriptive analysis, and multiple linear regression analysis with the help of spss application version 24 for windows.

Flexible Work Arrangement and Work Life Balance on Employee Performance partially and simultaneously. This is indicated by the results of the T test with  $t_{count} > t_{table}$  and significant value  $< 0.05$  and the F test results with  $F_{count} > F_{table}$  ( $120.840 > 3.158$ ) and a significant level of  $0.00 < 0.05$ , which means  $H_0$  is rejected and  $H_a$  is accepted. . So the hypothesis in this study proves that there is a significant effect of the Flexible Work Arrangement and Work Life Balance variables on the Employee Performance of the BMT Dharmasraya Foundation as a new paradigm in the midst of the Covid-19 pandemic.

Keywords: *Flexible Work arrangement, Employee Performance, Work Life Balance*