

ABSTRACT

Covid-19, which has added more victims than is owned, has resulted in life in general, ranging from social, worship, education, to the world of work. Impact on the world of work is the application of Work From Home (WFH). WFH has become a new work culture or “New Normal” in Indonesia. The Ministry of Finance issued the WFH concept by releasing Flexible Work Space (FWS) and Flexible Working Hour (FWH). Increased productivity and organizational performance are expected from FWS. The application of FWS and FWH is a challenge that can increase work-life conflict and increase work pressure. Human Resource Management must support the experience of fairness with a very flexible work relationship, and a more definite resolution is needed to avoid misled employees.

Keywords : MSDM, Flexible Working Hour, Flexible Working Space

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