

ABSTRACT

The transformation in the working landscape, particularly driven by the pandemic, has prompted organizations, including governments, to adopt new work models such as Dynamic Working Arrangement (DWA) or Flexible Working Arrangement (FWA), and the organizational capability to adapt to such transformations. Organizational Agility (OA), the capacity of organizations to adapt in dynamic business environments, is pivotal in responding to changes.

This study aims to examine the influence of FWA on OA within Departments of the Secretariat of West Java Provincial Government. The outcomes of this research are anticipated to offer a deeper understanding of how FWA impacts OA within the working environment of the Secretariat of West Java Provincial Government.

The research employs a quantitative approach, utilizing survey techniques and a measurement approach employing Likert scales to operationalize variables. The study population involves employees who have undergone FWA within three departments, totaling 319 individuals. Proportionate stratified random sampling is utilized for sample selection. Data analysis involves descriptive analysis and Structural Equation Modeling (SEM) using the Partial Least Squares (PLS) method through SmartPLS software, chosen for its ability to handle complex models with limited samples.

The results of the analysis indicate that the implementation of Flexible Working Arrangement has a positive and significant impact on the level of Organizational Agility. The findings confirm that the optimal implementation of Flexible Working Arrangement in departments can enhance Organizational Agility.

This study makes a significant contribution by revealing that Flexible Working Arrangement has a positive and significant impact on Organizational Agility in Departments of the Secretariat of West Java Province. In this context, recommendations for organizations include improving the implementation of Flexible Working Arrangement, optimizing Organizational Agility, recognizing the crucial role of leadership, and providing support to employees. Continuous monitoring and evaluation are also recommended to ensure the effectiveness of flexible work practices.

Keywords: *Flexible Working Arrangement, Organizational Agility, West Java Province government, work flexibility, organizational adaptability.*