Abstract

Objectives: This study aims to explore the success story of Intel Indonesia to go through the cultural barriers in implementing flexible working arrangements. Moreover, this study also aims to explore whether the phenomenon of flexible working arrangements is influencing the quality of life of the employees.

Method: This study used qualitative research with exploratory research purpose with in-depth interview with one company representative from Intel Indonesia, and ten Intel Indonesia employees in Jakarta office. For ten Intel Indonesia employees selected using purposive sampling technique. The in-depth interview findings will be analyzed using descriptive statistics analysis and thematic analysis.

Results: The findings show that Intel Indonesia was successfully implemented the flexible working arrangements. The findings also show that Intel Indonesia was able to overcome the cultural differences because Intel communicates their company’s values and cultures to their employees. Moreover, the finding shown that, the implementation of flexible working arrangement has positive influences to the employees’ quality of life.

Conclusion: Success stories of the implementation of flexible working arrangements need supports from the company in terms of technology and non-technology. The implementation is able to increase the productivity of its employees, reduce the stress, and whereas they are able to achieve the targets given from the company. Organizational cultures contributed to the implementation of flexible working arrangement and need to be communicated to its own employees. The results of the implementation have positive contribution to employees’ quality of life because it helps to increase and improve the work-life balance of the employees.

Keywords: Flexible Working Arrangements, Flexible Working Hours, Flextime, Telecommuting, Work from Home, Work Life Balance, Great Place to Work, Intel.